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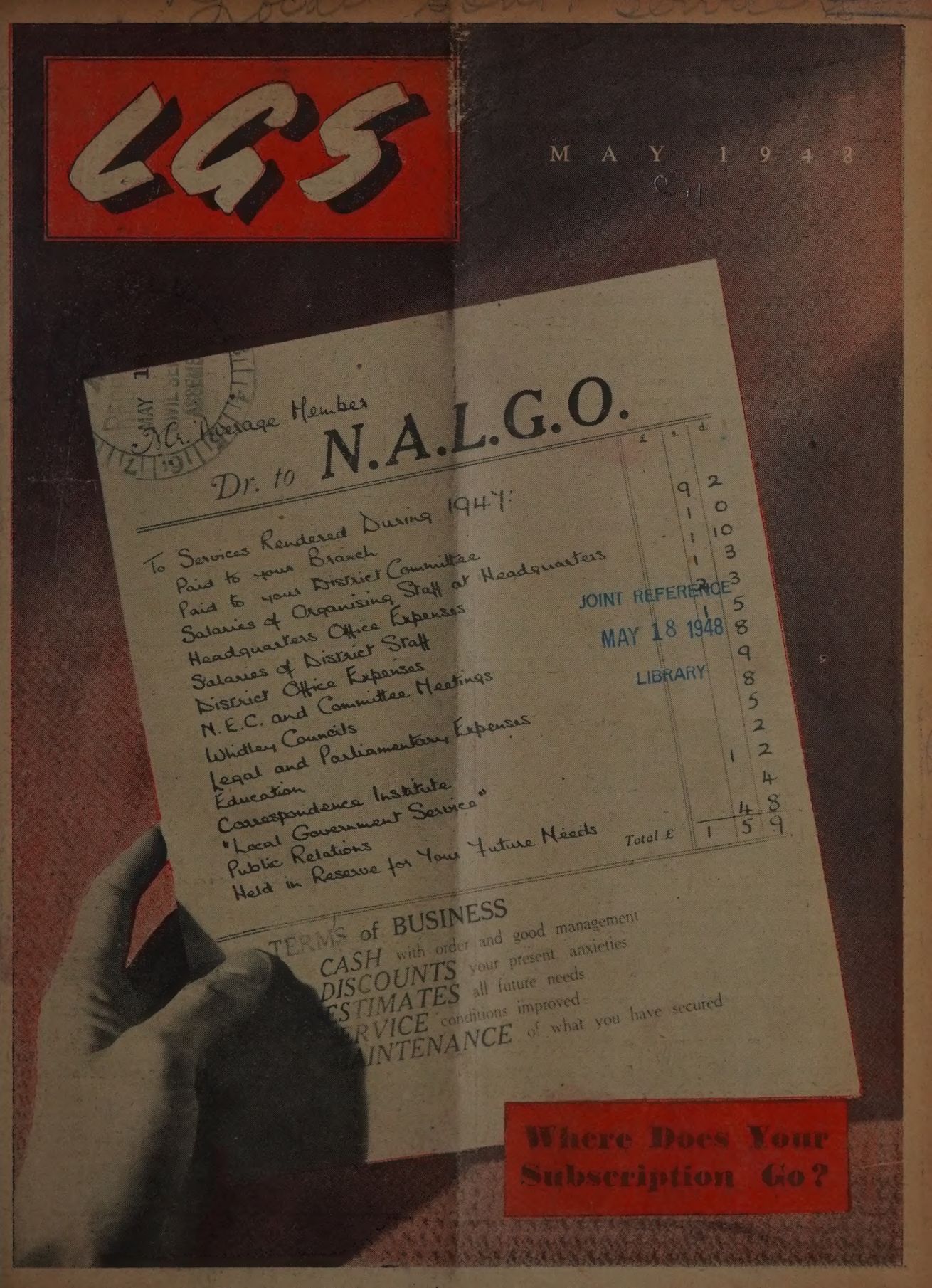

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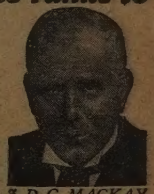
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Local Government Service

JOURNAL OF THE NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

NO. 5 VOL. XXV MAY 1948 THREEPENCE

	PAGE
IT'S NOT ALL JAM ON THE N.E.C.—BUT WE STILL NEED OUR BEST BRAINS THERE—*by "Critic"*	93
ELECTRICITY BARGAINING MACHINERY—AND HOW IT WILL WORK	94
N.E.C. COMMITTEES TO URGE N.J.C. TO DEFER OPERATION OF PROMOTION BAR	95
FIRST NATIONAL SCALE FOR GAS STAFFS	95
N A L G O MEMBERS ON ELECTRICITY N.J.C.	95
AMENDMENTS TO CONFERENCE AGENDA	96
COMPENSATION CODE FOR HEALTH STAFFS — AND PROGRESS WITH THEIR JOINT COUNCILS	102
READERS' FORUM	103
A N A L G O DIARY—*by "Abingdon"*	106
SCOTTISH NOTES	108
MY BOOKSHELF—*by Edward Kay*	108

THE WAY AHEAD

IN the three years since the close of the war, local government has undergone greater changes than at any previous time in its history; and the signs accumulate that the process has not yet finished. N A L G O members, it is clear, have before them an unsettled period which may last for a long time. It is not our purpose here to discuss the merits of the changes, but rather to indicate their nature and scope, so that members may realise the conditions they have to face, and the range of tasks to which the Association will have to bend its energies on their behalf. Only through such a realisation will the Association be able to establish a proper sense of values, to give its time and energies to first things first, and to guide its efforts by a realistic outlook.

The changes that are either in progress or impending are fourfold. Most important at present are the extensive transfers from local to central responsibility in the spheres of electricity supply, gas supply, public assistance, the health services, rating valuation, and, at a later stage, some sectors of transport. What the Association has done and is doing for its members affected by these transfers has been reported in this journal as extensively as present conditions permit, and is being more fully reported to the various consultative councils now set up for most of the services affected.

There is good reason for the Association to be proud of its achievements in this field. Members in the local government service are going over to the new agencies with protected conditions as the result of "Service Conditions" and "Law and Parliamentary" work on a scale without parallel in the Association's history and which it is quite impossible to report in detail. For the new members recruited from private companies or hospitals, the Association has gone far in the building up of new negotiating machinery, and has in some cases completed it. In the establishment of national conditions in the new fields there was obviously no alternative but to do this work first.

The recruitment of new members has proceeded extremely well on the whole, as the two record increases in membership this year and last—totalling 36,600—go to show. The Annual Report shows the steps being taken to adapt in an orderly and progressive way, without risk of disorganisation, the Association's machinery to the new fields of recruitment; and we believe that what has been done here, now that it has become apparent to the new members, meets with their warm satisfaction.

Re-shuffle of Services

Secondly, there have been vast re-shuffles of responsibilities among the existing local authorities themselves, chiefly by way of transfer from boroughs and districts to counties. The impact upon the borough and district authorities, and particularly upon the medium-sized town authorities in this class, has been particularly heavy: they have lost, or will shortly be losing, education, maternity and child welfare, fire brigade, ambulance and police, and town-planning to the county, and gas supply, electricity supply, and valuation for rates, to the State. The whole balance and distribution of local government functions has been radically altered; and it needs little imagination to realise that changes of this kind may effect a profound change in the prospects of officers in this type of authority. On the other hand, despite the loss of some functions to the State, the county councils have assumed a wider range of functions than ever before. This position may expand the prospects of officers as a whole in this type of authority, but there will be increased administrative pressure and strain, accompanied by severe tests of efficiency.

Thirdly, the new block grant system, while it is to be welcomed from the standpoint both of the local authorities and of their officers as a measure tending to equalise the resources of local authorities, carries with it the danger of increasing central control and may expand the range of interests which the Association has to take into account in dealing with service conditions matters.

Radical Reform Plans

And, finally, even if the work of the Local Government Boundary Commission does not go beyond the limitations set by the existing Parliamentary directions, it must soon inaugurate a process of continuing and progressive change in the status and boundaries of practically every local authority in the country. The Second Annual Report of the Commission, just published, points to the possibility of changes of this character far more drastic and radical than had previously been contemplated. The Commission is asking, in effect, for a wider Parliamentary mandate.

Under the recommendations it makes, only a few of the very largest cities would continue to be county boroughs in the old sense of the term, that is to say, one-tier authorities. The remainder (which includes even Manchester and Liverpool) would become county boroughs of a new class, described as "most purpose" authorities instead of "all purpose" authorities, relinquishing certain large-scale functions to the county councils. For the first time, the areas of the counties would be radically changed, the largest ones broken up into as many as five in Lancashire, and the smaller ones amalgamated so as to form larger units.

A number of the larger non-county boroughs would become county boroughs in the new sense just indicated; and, for the rest, the boroughs and districts as a whole will be subjected to the kind of changes already authorised under the Commissioners' existing regulations. These, on all present declarations of policy, will mean readjustments of boundaries, and the abolition of the very small boroughs and districts—upon which criticism has so persistently fastened for some years past.

What should be the Association's reaction to a situation such as this? It is out of the question to attempt, in these limited columns, to detail any policy. What is important is to have a quick eye for the new features in N A L G O's situation and to realise the need for fresh and resilient thinking.

Take, for example, the approach to be made to national service conditions in the new national services. Whatever may be thought of the Charter, most of our new members would profit by its application to them. It is not a foregone conclusion that the new employing authorities will think it suitable for automatic application. We should be wise to base ourselves upon the Charter in our first approach; but there is no need for future service conditions policy to be based on too rigid an application of the Charter framework.

The Charter was a great accomplishment; and in the face of past conditions in local government, uniform national conditions could only have been secured by the kind of framework on which it was built. Its particular feature was a skeleton system of scales above the basic ones. But this did not in itself determine the grading or remuneration of particular classes of officer (a situation which presented great difficulty when resort was made to arbitration on the scheme as a whole). It may be possible in some of the new spheres to establish some uniformity of grading at the outset and to do first what could only be done later in the local government field: but of this none can predict with authority until the bargaining machines have addressed themselves to their tasks. What we wish to emphasise is the need for fresh and vigorous thought on the whole problem.

We Must Secure Our Gains

The next consideration to which the prospect of a period of great changes in local government gives rise is this: that it will be as important in many ways to secure and consolidate what has been won, as to win gains here and there. Consider for a moment the protection of the officer in his job in these new conditions of flux.

Many of the members affected may well feel that the time has come for N A L G O to make its first concern the protection of their jobs rather than trying to reach down the moons yearned for by this, that, or the other section of our membership. There will, it is clear, have to be renewed emphasis on the type of activity which, as a matter of fact, was the best recruiting sergeant in

N A L G O's earlier history—namely, its parliamentary work and its work on compensation, superannuation, and legal protection generally.

More Confidence Needed

A few years ago, most of our members would have thought these battles won once and for all. So far, indeed, we have lost no ground; but no one should think that the situation is going to be an easy one. Some battles we may have to fight again. Compensation for loss of office, for example, is obviously being caught up into wider considerations of government policy on general questions of compensation. We believe the N.E.C. and its advisers to be thoroughly alive to the position. What is needed is that the membership should have confidence in the N.E.C. and its officers and let them get on with the job, instead of making unreasonable demands for them to report in detail on every five minutes' work that they do in negotiation. The older members of the Association know from their own experience that this work is in competent hands, in the hands of people, in fact, who are recognised authorities. Increased space has already been given in LOCAL GOVERNMENT SERVICE to reports of all major developments. If branches have suggestions to make, by all means let them present them—but it will defeat their object if all of them press, as some do, for particular reports to be given to every individual branch seeking them.

The third observation we would put forward is this: that, in the face of the situation now developing, there should be more realism and a better sense of values than appears to be apparent in many branches. The main ancillaries of the Association are all flourishing and are on a sound financial footing. Their work is of incalculable value to the membership, and we cannot think there is anyone to-day who would wish their activities to be abandoned. But this is not the time to launch new ventures, large or small; and this is not the time to clutter up the Association with the consideration of questions of minor importance.

"The N A L G O Spirit"

But it is not only policy that will determine our success in the difficult years ahead. Most important of all is the attitude and spirit in which our work is done. In evolving new policies and methods of approach, there will be need, above all, for toleration and the respect of honestly held opinion in all sections of the Association's membership. The issues before us are not easy. No one has a monopoly of wisdom on any of them; and while there is every need for keen argument, there must be a readiness to accept majority decisions when taken, and a resolute refusal to conduct our debates with anything approaching personal abuse or suspicion of motive. Any spread of this attitude would set up a canker which would eat out the Association's heart.

There is always, in any organisation, bound to be something of a clash between the old generation and the new. The older generation must be ready to recognise that the Association needs to renew itself from time to time by fresh blood. But the new generation, in its turn, must realise how much it owes to the old. It must be prepared to tread the same paths of patient endeavour, and at times to have the courage to sacrifice short-term advantages for long-term objectives. The service conditions citadel will not fall at three loud shouts from any quarter. Nor will the situation be improved if the shouters turn round in their frustrated anger and kick the cat.

We say these things because we have detected what we feel to be some departure—not, we are thankful to say, widespread—from N A L G O's high standards in this respect recently. We believe that what is necessary above all to help the Association to face the future is a recrudescence of what was called, in the old days, "The N A L G O Spirit." It was not a spirit which induced the members to snarl at each other, or to seek secondary advantages at the expense of the general interest and security of the whole membership. It was not a spirit which sought to divide the rank and file from the chiefs or juniors (or vice versa) but to unite them in the one bond. It was not a spirit which, despite many keen arguments between floor and platform at Conference, sowed distrust of the Association's leadership. It was not a spirit which belittled its achievements. It was a spirit which took some pride in them, was resolute to carry them to still greater heights, and believed that unity, co-operation, comradeship, and confidence, were necessary to this end.

At no time in its history have the standards and efficiency of N A L G O been held in higher respect by the outside world than they are to-day, despite conditions of unexampled difficulty; and, while an Association such as ours can only thrive on constructive criticism, they ill serve N A L G O who pour contempt on its work and efforts, and would have us believe that they and they alone have the key to every problem in their pockets.

Where the Money Goes

NALGO subscriptions for the branch year, November, 1946, to October, 1947, reached the record total of nearly £220,000—an average of £1 5s. 9d. per head of membership. This was £60,000 more than in 1945-6, and results from the rise of 25,000 in membership and the effect of higher salaries, increasing the amount of the average subscription by 4s.

Our cover this month shows how the average subscription is spent among the Association's various activities. It does not, of course, include expenditure by the Benevolent and Orphan Fund, whose income is raised by separate subscriptions or donations; nor does it show expenditure upon the Association's Insurance, Building, Provident, or Approved Societies, holiday centres, private hotel, convalescent home, and other special activities, all of which are self-supporting.

Of the £220,000 subscribed by members, £78,000—about one-third of the total—was retained by branches for local needs, and about £8,500 was paid to district committees to meet their expenses or allocated to branches for special needs for which the normal percentage proved insufficient.

This left £133,500 as the income of Headquarters. Of that figure, Headquarters salaries (including organising staff and a proportion of other staff—clerical, financial and so on—engaged on the Association's trade union work cost £15,500, and Headquarters office expenses—rent of offices, heat, light, rates, printing, stationery, postage, telephone, etc.—£10,600.

Salaries of the 12 district officers and their 35 assistants and staff came to £19,200, and their expenses, including travelling and subsistence allowances, printing, stationery and the upkeep of offices and cars, totalled £12,200.

The legal department, including salaries, fees to counsel and advocates, and the costs of giving free legal protection to all members, scrutinising all Parliamentary Bills and departmental circulars and regulations, and making representations upon any likely to damage the interests of members, cost £5,900.

Services of the education department, including the lending library of text-books for students, a free advice service, and the organisation of summer and week-end schools, cost £3,900, and the N A L G O Correspondence Institute, coaching 1,500 students in nearly 100 different subjects, cost £1,000 after offsetting students' fees.

Editing, printing, and distributing 170,000 copies of LOCAL GOVERNMENT SERVICE every month cost £10,000—just over a penny per copy. The work of the public relations department in encouraging, advising, and assisting local authorities and branches to develop a better public understanding of local government and its services, supplying articles to newspapers and periodicals, organising exhibitions, civic weeks, and other local activities, and spreading information in scores of other ways, cost £3,200.

Surplus of £40,000

Six meetings of the N.E.C., some 90 meeting of its committees and sub-committees, and that portion of the cost of Conference and other national meetings falling on Headquarters' funds cost £5,900, and the Association's contribution to the cost of the English and Scottish National Whitley Councils for local authorities' staffs, the 15 provincial joint councils, and the setting up of parallel councils for staffs in the electricity, gas, and hospital services, came to £6,200.

All these running expenses totalled £93,600 leaving a surplus of nearly £40,000 as the year's contribution to that reserve fund to meet future contingencies which was so strong demanded by J. H. ROBINSON, N A L G O's honorary treasurer, at the 1946 Conference, and the need for which Conference no less strongly endorsed. It will increase the Association's "liquid" reserves to £85,000, which is still well below the similar reserves of most other trade unions of comparable size (for example, the National Union of Teachers today has liquid reserves of £1,800,000, and the Civil Service Clerical Association of £138,000). Moreover, recent further additions to the Association's organising staff and the ever-rising cost of expanding Whitley Councils—notably those for the public utility and hospital services—make it unlikely that there will be a similar surplus this year, unless the rapid expansion of membership can be maintained.

Health of the People

EVERY local government and hospital officer should be interested in the big exhibition which, under this title, is to be opened by Princess Elizabeth on May 6. Made by the Central Office of Information, sponsored by the Ministry of Health and the Society of Medical Officers of Health, and staged in the Government exhibition centre at Marble Arch, London, it will both celebrate the centenary of the passing of the Public Health Act, 1848, from which our modern health services sprang, and outline in dramatic form the scope of those services and the benefits they bring.

With the aid of models, dioramas, and imaginative displays, the visitor will be shown how the squalor of slum life a century ago has given way to the sunlit clinics of today, will be taken behind the scenes where doctors, dentists, nurses, midwives, sanitary inspectors, and other members of the health team ply their beneficent arts, and will be given a preview of developments in store.

It is the aim of "Local Government Service" to encourage the fullest freedom of opinion and expression within the Association. Unless the fact is expressly stated, therefore, views put forward in this journal—whether in the editorial columns or in signed articles—should not necessarily be regarded as expressing the considered policy of the Association.

It's Not All Jam on the N.E.C.—But We Still Need Our Best Brains There

By "CRITIC"

This month, "Critic" describes some of the pains and penalties of service on NALGO's National Executive, and poses a fundamental problem: how are we to get the best brains in the Association to serve there, and to retain their services?

SIXTY-SIX members have just been elected to the National Executive Council from among some 200 candidates. Each has given long and active service to his own branch, and has been involved in the affairs of his district: he probably holds one of the senior offices in the district organisation and is actively engaged in the district Whitley machinery. Now that he has become a member of the N.E.C., he will still be expected to maintain contact with his branch, to undertake perhaps greater responsibilities in his district, and certainly to give a lead in his provincial council, in spite of the fact that he is entering an entirely new sphere of activity and responsibility at the national level.

He will be required to travel to London seven or eight times a year and, if he works outside the Home Counties, this will involve up to two days in travelling on each occasion. He will find the meetings of the committees of the N.E.C. lasting unaccountably long hours and over-running one another, and he will find himself hungry at times when, even in London, it is not easy to get a meal. The agendas for one group of committees will run into several hundred pages of typescript, and our member will find that he is expected to know the functions and boundaries of not one, but a whole series, of Whitley Councils, to familiarise himself with the service conditions of groups of local government officers of whose functions, and even existence, he has hardly been aware hitherto.

In addition, he will struggle to follow the ramifications of public relations activities that seem to have no boundaries, and an education policy that is continually expanding but never seeming to meet adequately the needs of the times; he will at least try to take an intelligent interest in the complexities of the legal problems that arise from all the misfortunes that can befall a local government officer, and in the management of holiday camps and convalescent homes, to get some knowledge of the staff organisation of NALGO, and to keep that delicate balance between the heart and the head that is needed in the affairs of the B. and O. committee.

Hard Labour—and Brickbats

If he shows zeal in all this, he will soon find himself adding to his normal N.E.C. activities by membership of sub-committees dealing with special items; deputations; joint committees with other bodies; or representing NALGO at other people's conferences.

He may well find that he is using some of his annual leave for these activities, and will soon begin to wonder if it is all quite fair on his wife and family. He will get his expenses paid, but, in his more disillusioned moments, may meditate on how much wealth he might accumulate if he were to devote the same time and energy to, say, selling newspapers, or cultivating his neglected garden.

He will be sure of a trip to Conference, but will lose all the fun of being a free-lance on the floor. In return for the increased prestige of being on the platform, he will find himself on a hard chair in a draught and in a position in which he can see and hear very little indeed, and can judge how debates are going most easily by noting the rising colour at the back of Mr. Riley's neck when the platform is doing badly, and the shaking of his broad shoulders when things are going nicely and he or someone else has put over a good joke. In return for all this, he will find himself one of a body of men and women described variously as timid, weak, vacillating, dilatory, self-seeking, dictatorial, Machiavellian in dealing with those they represent, but simpletons in dealing with the employers.

Why Do They Do It?

But will he give it up when he finds what membership of the N.E.C. involves? All the past history of NALGO suggests that he won't, if he can possibly help it. Members are lost to the N.E.C. by retirement, occasionally by premature death, by defeat in the annual elections, because they have left local government, sometimes because the doctor has repeatedly warned that health is being undermined by too much work and too little relaxation, but never because the member finds that it is all more than he bargained for and doesn't see why he should bother anyway.

It would be interesting to speculate on the motives which impel men and women to seek membership of the N.E.C. No doubt vanity and ambition play their part; we all like to feel that we are so well thought of by our colleagues that they choose us to represent them: the man who, like most of us perhaps, became an active member of his branch in the first place with no very clear motive or policy in mind, likes to hear his voice sounding on the larger stage. But there are no glittering prizes to be won; members in their N.E.C. capacity are almost anonymous, and few hope or expect to reach high office. It would be ingenuous to suggest that the interest in the work and a selfless desire to serve one's fellow men are the only, or even the predominant motives, but they must certainly play a large part since the personal rewards are so few and so limited.

What is more important than the motives which inspire them is the quality of those who seek membership in the N.E.C. In the past, there is no doubt that the quality has been high, and NALGO's development owes much to that fact. But conditions will not be the same in the future. Many of the pioneers were men who had achieved positions of responsibility in a reasonably static local government service; they were not overwhelmingly preoccupied with their day-to-day duties or their personal careers, and they had some energy and leisure to spare which they gave unstintingly to NALGO. The social upheaval brought about by the 1914-18 war had its influence on the life of our organisation and brought into its ranks, and ultimately to leadership, men who would not accept the frustration of the inter-war years and were determined on practical reforms. To them we owe our Whitley machinery and our national standards.

But now there are no men in secure positions with leisure to spare. There is hardly an officer in local government who can be assured that his job will not be split into fragments, or abolished, or transformed into some other sphere, within five years. And is it not true to say that every man in local government to-day who is able and conscientious is seriously overworked? On the other hand, the demands made on the time and energy of members of the N.E.C. are certainly far greater than they were in the past. The broadened basis of membership of the Association, bringing in its train an ever-widening range of problems; the never-ending and fundamental changes in local government; and the complex machinery of negotiation, are all factors in this development.

Moreover, a man might well for other reasons to-day hesitate to give his time to NALGO. After all, the days of pioneering are over: may it not be felt that with a comprehensive Whitley machinery firmly—we hope—established, the negotiation of salaries and service conditions is now a matter for the professional rather than the amateur trade unionist? The public relations enthusiast may feel that, to an increasing extent, NALGO policy has been so successful that the paid officers of the authorities are doing the work pioneered by NALGO, and the education enthusiast that he is merely doing work which, if it were not done voluntarily by NALGO, would have to be done by the authorities, again through their full-time staffs, since the authorities are now fully committed to raising the standard of education and qualifications in the service.

Dangers Ahead

A more serious possibility is that the feeling will grow that service on the N.E.C. now makes such heavy demands that no man who holds a position of any responsibility can effectively undertake the additional burden. Thus, in time, the quality of the personnel on the N.E.C. might deteriorate, since only those who did not fully appreciate all that is involved, or who were content merely to be figureheads, would come forward for election. The effective control of the Association would then inevitably pass to its professional staff, a situation which already exists in almost all other trade unions.

While this development has not yet taken place in NALGO, the conditions which encourage it obviously exist, and those of our friends who are concerned to exclude chief officers from the N.E.C., or to put on a quota of general division members, or to make all candidates issue election addresses, might well turn their thoughts to the more serious question: will the best brains in the local government service be willing in future to devote their energies to NALGO? If they are not, we cannot hope to keep control of our own Association or to solve the problems that will face it in the coming years. The whole of our organisation, from the branch level to the N.E.C., our Conference arrangements, and our Whitley Council machinery, all show signs of strain. Although grown enormously in size, NALGO is still wearing its old suit, and the seams are giving in all directions. We shall need the help and energy of the best of our colleagues if we are to solve our problems: are we quite sure that we shall get them?

ELECTRICITY BARGAINING MACHINERY NOW SET UP

NALGO's National Seats Filled

AN agreement, establishing 3-tier machinery for settling the pay and conditions of electricity administrative and clerical staffs, was signed, last month, on behalf of the British Electricity Authority, NALGO, and other unions.

This was announced at the third conference of electricity staff representatives in London on April 3, at which L. BEVAN, chairman of the N.E.C. service conditions and organisation committee, presided.

The agreement provides for the formation, from April 1 last, of a national joint council and 15 district joint councils—one for each electricity board area, including the North of Scotland board; and, within six months of that date, of staff committees for units later to be defined by the district councils.

J. H. WARREN, NALGO's general secretary, declared that the Association's negotiators were well satisfied with the terms of the agreement, including the constitutions and functions of the national, district, and local joint bodies. If, after a fair trial, difficulties arose in applying the provisions of the agreement, it would be possible to consult others interested and, with mutual assent, make the necessary amendments.

As was reported in the March "L.G.S.," NALGO has 20 of the 33 seats on the staff side of the national council, and these have now all been filled (the names are given on the next page). The representatives will serve for twelve months, by which time NALGO members of the consultative councils should be ready to assume the responsibility for future elections.

Mr. Warren thought that the district consultative committees, where they already existed, were best fitted to elect the staff sides of the district councils, since the committees were co-terminous with area boards. Indeed, some consultative committees had already agreed upon their representatives. But in a few districts the consultative councils were not yet set up and it might be necessary for the district committees to act in the matter. To cover any difficulties about areas, he suggested that the consultative committees' choice should be subject to district committee ratification, but he thought the district committees would have every desire to respect the choice of the staffs directly concerned.

J. E. N. DAVIS, NALGO's chief organisation officer, suggested that guidance should be given to those who were to select district staff sides, and the chairman promised to ask the N.E.C.'s service conditions committee to consider it, adding that it would be wise to reserve a seat on each district staff side for a NALGO district officer.

Replying to W. C. SNELL, **Eastern**, who observed that district consultative committees had been forged to no set pattern and asked that regulations should be drawn up governing their scope and functions, the chairman said that such regulations would be formulated when district committees supplied Headquarters with details of their own proposals for running such committees. This they had been asked to do—but, so far, not all had done it.

T. NOLAN, N.E.C., added that that was not so easy, since the shape of branches themselves had not yet been settled and might not be for some time.

Mr. Warren remarked that rules would have to be drawn up before district consultative committees could be used for elections to staff sides and to the national consultative council; but it was intended that they should get on with the job in the meantime.

L. W. G. HETHERINGTON, **London**, urged the speedy setting up of all remaining district consultative committees so that a National Consultative Council could be constitutionally elected to take over the work of the present conference. Mr. Warren said that he contemplated further meetings of the conference before the national council came formally into existence.

A. E. KELL, **South-Western**, reported that in his branch area of some 100 square miles, there were now the area board headquarters, sub-area offices, the B.E.A. generating stations, and a number of outlying centres. In what arrangement of branch or branches, could such an area be best organised?

Mr. Warren replied that it might take a year or two of experiment to find the ideal, and, indeed, some experiment was desirable. But they would collect data and try to evolve the best model. Meantime, branch organisation should have "maximum elasticity." The chairman agreed that consultative committees should be asked to guide district committees to define the layout of branches.

J. D. S. MOUNTFORD, **London**, reported that the B.E.A. had published a scale of subsistence allowances lower than the local authorities' Charter scale and Mr. Warren agreed to investigate the matter.

The complaint was made that many officers of borough treasurers' staffs partly employed on electricity accounts did not yet know whether, or when, they were to be transferred. Mr. Davis replied that each case was to be considered jointly by the board and the authority concerned, taking into account the officers' own wishes. The Association would investigate where undue delay had occurred.

Asked what attitude the B.E.A. would take towards the political activity of its officers, Mr. Davis quoted from a statement, made by the Prime Minister on May 1 last year:

"... the vast majority of those employed in our nationalised industries will be as free as those employed in other industries to participate without restriction in political activities, whether national or local."

The Prime Minister had, however, pointed out that it was desirable that the senior staffs of the boards should establish a tradition of public service irrespective of party allegiances, and that it followed that they must exercise a measure of discretion in political matters which would prevent them from engaging in the more controversial forms of political activity.

Other points brought out at the meeting included:

Meter readers are covered by another joint council and should not be recruited to NALGO.

Some appointments below £750 have been made without the vacancies being advertised, and the B.E.A. is to be asked if this is its intention.

A branch, planning to ask for a five-day week, is to be requested not to take such unilateral action on major service conditions.

Until staff committees are set up, complaints and appeals should be made to an officer of the appropriate board, in the company of a branch or district officer if so desired.

District Staff-Side Elections Soon

Local Committees In Six Months

—AND THIS IS HOW IT WILL WORK

BELOW we give a summary of the outstanding features and functions of the agreement to set up joint negotiating machinery for electricity administrative and clerical staffs:

Nationally—

The National Council is to have 66 seats—33 on each side; its members are to retire annually, are eligible for re-election, may be replaced before the expiry of their year of office, and may, subject to the council's approval, send accredited substitutes to meetings they cannot attend.

The council may appoint standing and other committees to exercise functions it delegates to them; has power to co-opt and to authorise its committees to co-opt persons with special knowledge to assist its work in a consultative capacity; and will hold an annual meeting in May each year (beginning in 1949), ordinary meetings not less often than once a quarter, and special meetings at the request of its chairman and vice-chairman.

A chairman will be elected from the employers' and staff sides alternately and a vice-chairman will be elected from the opposite side; joint secretaries, one from each side, a treasurer, and auditors, will also be appointed; and running expenses will be met—half by each side.

No motion before the council or its committees will be deemed to be adopted unless a majority on each side separately votes in its favour. Where the two sides fail to reach agreement, the difference may, at the request of a majority of either side, be referred for arbitration to the Industrial Court, or to any other agreed tribunal, whose decision will be binding on both sides including the members of the unions represented on the council.

The council's functions include:

Securing by negotiation the greatest possible measure of joint action between the board and unions;

Ratifying, or vetoing, the recommendations of the district councils, and settling matters on which they fail to agree;

Considering measures for securing inclusion of the staffs in their appropriate unions;

Inquiring into and collecting data on matters concerning the conditions of administrative and clerical staffs in the electricity or other industry, at home or abroad; and

Making representations to the government, government departments, and other authorities, and considering matters referred to it by the government.

—Provincially—

Constitutionally, the district council is modelled on the national council. It will, however, have only 20 seats—ten on each side. Three of the employers' representatives will be named by the central authority and seven—three of whom are to be members of the board—by the area board. The allocation of staff seats is for agreement between the unions.

No district resolution may be given effect until approved by the national council. Differences may, at the request of a majority on either side, be referred to the national council, whose decision will be binding.

The functions of district councils are to:

Secure maximum joint action between the boards and unions to ensure that conditions settled through the national council are observed;

Make recommendations to the national council concerning the conditions of staffs covered, and collect relevant data;

Consider matters referred from the national council, investigate the facts, and do all possible to settle constitutionally any difference before reporting it to the national council.

—And Locally

The sphere of operation of each staff committee is to be defined by the appropriate district council in such manner as to make for convenient administration and adequate representation on the committee, both of the board and of employees of the various branches of the industry served.

The district council is to set up such committees before October, advise and assist them where necessary, ratify or veto their decisions, and settle their differences.

It will also make regulations for the election by ballot of staff-side representatives, who must be over 21, must belong to one of the unions participating in the agreement, and have been for six months in the service of the central authority area board, or its predecessor.

Sub-committees may be appointed, co-options made, and meetings held not less often than once a month, and also by special request.

Before all such meetings, staff representatives may confer together, and all those meetings, all prior staff conferences, and all other approved staff meetings may be held during normal working hours (during which staff shall be paid at normal rates) and in accommodation provided by the boards.

As regards the election of chairman and vice-chairman and joint secretaries, the proportion of votes necessary to adopt a motion, and the settlement of differences, the staff committees follow the national pattern. But their administrative expenses are to be met solely by the boards.

They have no power to negotiate terms and conditions, their chief task being to assure the observance and application of decisions made higher up, particularly concerning hours, breaks, method of payment of salaries, holidays, and grievances. They have also the responsibility of supervising notice boards, exhibiting rules, considering regulations issued by the boards, and inquiring into differences referred from above.

N.E.C. Committees will Urge N.J.C. to Defer Operation of Promotion Bar

UNQUALIFIED General Division officers will not, for some time at least, be denied promotion to higher grades if a recommendation of N A L G O's education committee is put into effect by the National Joint Council.

The committee, meeting in London on April 16, carefully considered the implications of the Local Government Examinations Board's first list of alternatives to the promotion examination. It then resolved to ask the staff side to urge the National Joint Council to defer the operation of Charter para. 28, which lays down that "a General Division officer shall not be eligible for promotion to a higher grade unless he or she has passed successfully the promotion examination or has secured the qualification of a recognised professional institute."

It will also ask that officers aged 35 and over on March 31 last, and with 15 years' service, be permanently exempt from the promotion examination and that both the N.J.C. and all the provincial joint councils be asked to set up education committees to watch closely over the administration of Charter educational provisions.

These proposals, endorsed the following day by the service conditions and organisation committee, were to be put before the staff side in time for consideration by the N.J.C. on April 28 —after "L.G.S." had gone to press. Had they been delayed for formal approval of the National Executive Council, they could not, then, have come before the N.J.C. before July.

Reasons for favouring the postponement of the bar included:

1. Officers taking the promotion examination were likely to obtain preferment over those well advanced with long courses of study for professional qualifications.

2. Since no promotion examination had yet been held and there were comparatively few professionally qualified men and women in the General Division at present, local authorities would be unable to fill all their higher grade vacancies with qualified officers. They would then be forced either to promote on merit, disregarding the bar, or make appointments from outside the service over the heads of deserving people in the General Division. Either course, it was argued, would bring the Local Government Examinations Board and the N.J.C. into disrepute.

Amongst matters discussed by the service conditions and organisation committees were:

Hospital Boards.—All regional hospital boards are to be asked to accept nominations from N A L G O to fill staff seats on hospital management committees.

London Weighting.—The committee received a declaration by the special sub-committee of the Metropolitan district committee that, if the N.J.C. failed to provide a weighting of £45 or more for officers of 26 and over, that sub-committee would urge provincial council staff sides to "undertake unilateral action" to gain the same end. Such action was acceptable to the committee providing it conformed to the provincial council constitution.

Gas and Health Conferences.—N.E.C. representatives on the conferences of gas and health staffs due to meet in London on May 1 and 8, respectively, will be:

Gas.—L. BEVAN, J. W. EDMONDS, J. PEPPER, E. L. RILEY, and E. A. S. YOUNG;

Health.—J. W. Moss, W. PITT-STEELE and Messrs. Bevan, Riley and Young.

Arbitration Award Anomalies.—The staff side of the N.J.C. will be asked to consider and take action on complaints that the recent arbitration award had led to anomalies in the Miscellaneous and A.P.T. 1 grades as a result of increases in the General and Clerical Divisions.

First Scale For Gas

AT its second meeting, on April 14, the National Joint Council for gas staffs approved the first scale of salaries for non-manual staffs—men only—in England, Wales, and Scotland. Scales for women are still being negotiated.

Outside the London region (for which separate scales are now being negotiated by the London Regional Council), regional councils are to classify undertakings into two grades, A1 and A2. The following scales (including bonus) will be applied to these grades, from March 1 last:

Grade A1		*Grade A2*	
Age	*Salary*	*Age*	*Salary*
16	£135	16	£120
17	£140	17	£125
18	£160	18	£145
19	£180	19	£165
20	£200	20	£185
21	£220	21	£205
22	£245	22	£230
23	£260	23	£245
24	£275	24	£260
25	£290	25	£275

In addition, regional councils are asked to consider the fixing of higher salary divisions, having the local government Charter as a guide.

Rights of appeal will be similar to those in the local government service, i.e., an officer dissatisfied with his salary grading must appeal first to his local management, then to the regional council, and finally to the National Joint Council. There will be a "no detriment" clause on the same lines as that in the local government Charter.

Staffs Stops at £290

Both the scale laid down and the guidance given to regional councils for forming higher scales leave much to be desired: it is, however, a gain that, for the first time in the history of the gas industry, a national negotiating machine and a basic minimum salary scale have been established. Moreover, a large measure of agreement has been reached on representation of the regional councils, and this has provisionally been fixed as follows:

Area	*B.G.S.A.*	*N.A.L.G.O.*	*N.U.G. and M.W.*	*T. and G.W.U.*
Scotland	3	7	1	1
Southern	7	3	1	1
North Wales	2	8	1	1
South Western	4	6	1	1
South Wales	7	4	1	–
Midlands	2	7	1	1
Yorkshire	4	6	1	1
Northern	6	4	1	1
Manchester	3	7	1	1
London	7	1	3	1
Eastern	6	4	1	1

District consultative committees are now submitting nominations to fill the regional seats.

Geographically, the regional councils are being based on the areas of the Federation of Gas Employers, rather than on N A L G O's districts, until the areas prescribed in the Gas Bill are finally settled.

N A L G O was represented at the meeting by: *N.E.C.*—L. BEVAN, chairman, service conditions and organisation committee, S. BRODIE and H. W. JOHN; *Staff*—J. E. N. DAVIS, chief organisation officer and secretary of the council's staff side, T. M. KERSHAW, Metropolitan district officer, and V. J. LUCK, organising officer for gas staffs.

20 NALGO Members of Electricity N.J.C.

THE Association's 20 seats on the new National Joint Council for electricity administrative and clerical staffs have been filled for the first year, beginning April 1.

Those chosen, the appointments they held before nationalisation (where they are, to-day, employed by the electricity supply industry), and brief résumés of their trade union experience, appear below.

Two from the N.E.C.

H. W. JOHN, senior clerical assistant, engineer's department, **Cardiff**.

T. NOLAN, A.C.I.S., chief clerk and accountant, **Leeds** electricity, and one of the Association's three trustees.

Three from Headquarters Staff

J. H. Warren, general secretary, N A L G O.

J. E. N. DAVIS, chief organisation officer, N A L G O; and staff side secretary, National Joint Council for gas staffs.

L. G. MOSER, N A L G O organising officer, electricity staffs.

Fifteen from the Areas

Eastern—G. H. BLOOD, commercial assistant and chief clerk, **King's Lynn** electricity; member, Eastern district committee and provincial council; secretary, West Norfolk branch and King's Lynn local joint committee.

East Midlands—F. HOLDSWORTH, commercial assistant and chief clerk, **Mansfield** electricity; member, East Midland district committee and provincial council; secretary, Mansfield branch.

London—L. W. G. HETHERINGTON, consumers' superintendent, **Wimbledon** electricity; member, National Joint Council for local authorities' staffs; chairman, South Metropolitan provincial council, staff side of local joint committee, and district consultative committee; member, Metropolitan district committee; vice-president, Wimbledon branch.

Merseyside and N. Wales—I. D. EDWARDS, A.C.C.S., chief cost clerk, **North Wales Power**; member, North Western district electricity advisory sub-committee and branch executive committee.

Midlands—M. NICHOLLS, F.C.C.S., chief administrative and commercial assistant, **West Bromwich** electricity; president, West Bromwich electricity branch; chairman, West Midlands consultative committee; member, district committee and branch local joint committee; and former member, National Joint Council, Middlesex provincial council, and Heston and Isleworth joint committee.

North Eastern—E. ALLISON, senior accounts and stores clerk, **Sunderland** electricity; chairman, North Eastern district consultative committee; member, district committee and branch executive.

North of Scotland—J. F. CARTER, wayleave officer, **Grampian** electricity; chairman, electricity sub-committee, Perth; member, Scottish district, and consultative committees.

North Western—F. SHARPE, commercial superintendent, **Oldham** electricity; member, North Western district committee and provincial council; chairman, North Western consultative committee; former member, National Executive Council.

South Eastern—H. A. RANDALL, accountancy assistant, **Central Sussex** electricity; electricity liaison officer, South Eastern district; secretary, S.E. consultative committee; founder member, Central Sussex electricity branch.

S.E. Scotland—A ROBERTSON, clerk in charge of prepayment meter collections, **Edinburgh** electricity; member, branch executive and propaganda committees.

Southern—B. W. HEPTINSTALL, senior clerk, **Bournemouth and Poole** electricity; member, Southern district committee and special electricity sub-committee; founder member, secretary, and P.R.O., Bournemouth and Poole electricity branch.

South Wales—F. KENT, senior assistant consumers' accounts, **Cardiff** electricity; member, South Wales district committee and Cardiff joint consultative committee; chairman, Cardiff electricity branch.

South Western—A. E. KELL, assistant chief clerk, **Bristol** electricity; member, South Western district committee and provincial council; chairman, S.W. consultative committee, Bristol branch, and staff side of local staff advisory committee.

South West Scotland—A. C. CARSE, chief administrative assistant and accountant, **Stewartry of Kircudbright** electricity; founder member and secretary, Stewartry of Kircudbright branch.

Yorkshire—R. HODGSON, clerk, **Bradford** electricity; member, Yorkshire district committee, and electricity sub-committee; secretary, Bradford branch and staff side, local joint committee.

Obituary

We regret to record the deaths of—

A. E. RADCLIFFE, retired member, **Leyton**, who, during his 32 years with the council was a keen member of the branch, having been president, chairman of the executive, and member of the staff joint and Metropolitan district committees. He was 83.

R. W. D. CLARKE, **Folkestone**, who, although handicapped by ill-health, was a keen supporter of all branch activities and was branch auditor and local correspondent. He was 48.

House Exchange

Bourne End, Bucks—mod. 3-bed. cottage, with garage, large garden, for house in **Staines-Teddington** area—Smith, Thames Conservancy, Teddington Lock, Teddington, KINgston 2448.

Hampstead Garden Suburb—flat with lounge, dining room, 2 bed. and kitchenette, for flat, house or bungalow in West Country, preferably **S. Devon**—Bevlin, 30b, The Market Place, Falloden Way, N.W.11.

Leigh-on-Sea—det. freehold bungalow, with 2 recep., 2 bed., kit. and bath, for similar on **S. Coast**—"Crofton," Eastwood Road, Leigh-on-Sea, Essex.

Sheffield—Semi-det. 3-bed. Garage, garden, for similar in **Upminster-Hornchurch** area—Coulton, 17, Vernon Road, Totley, Sheffield.

Stockport—mod. semi-det. freehold for bungalow anywhere in pleasant situation.—Chamberlain, 75, Avondale Road, Cheadle Heath, Stockport, Cheshire.

Sydenham, S.E.26—2 bed., 2 recep., flat with kit., for similar, in **North London** on Baker St. line—Shepherd, 27, Westwood Hill, S.E.26

Wakefield—Det., 3-bed., garage, phone, garden, for small house or bungalow with garden, preferably **Cambridge**—Royston, 32, Blenheim Road, Wakefield, Yorks.

West Bromwich—S.c. flat for house, bungalow, flat, to be rented or purchased in **Winchester** area—Taylor, 200, Birmingham Road, West Bromwich.

Change of Address

The Institute of Cost and Works Accountants has moved to 63, Portland Place, London, W.1. Tel. WELbeck 0542-3.

AMENDMENTS TO CONFERENCE AGENDA

WITH the receipt of amendments to the notices of motion published in last month's journal, the agenda for the Association's Annual Conference, to be held at the Winter Gardens, Bournemouth, on June 15, 16, and 17, is now complete.

The amendments are published below. In view of their number, and the restricted space available, we have reprinted only those notices of motion to which amendments have been submitted.

The agenda is subject to co-ordination and consolidation by the agenda committee of the National Executive Council, and copies of the final document will be sent to delegates towards the end of this month.

Through an unfortunate slip, of which branch secretaries have already been informed, nine notices of motion were omitted from the preliminary agenda published last month. These are printed below, and numbered 98 to 106.

9. Conference Agenda

Notice of motion by the Norwich Branch.

That this Conference is of the opinion that much valuable Conference time would be saved if the National Executive Council indicated to Conference at the commencement of discussion upon each motion and amendment on the agenda the considered opinion of the National Executive Council thereon.

Amendment by the Bermondsey Branch.

Delete all words after "Council" in line 3 and insert "through their Agenda Committee would bracket motions or amendments of similar character and content to form one composite motion or amending motion and submit, through the Chairman of the Agenda Committee for the approval of Conference at the opening of each morning session, an order paper for the day."

Amendment by the Southall Branch.

That this Conference is of the opinion that much valuable Conference time would be saved if comment in editorial columns on notices of motion to be submitted to Annual Conference is replaced by a statement of the National Executive Council on present policy.

11. Annual Report of the National Executive Council.

Para. 18—Scales.

Amendment by the Manchester Branch.

That this Conference considers paragraph 18 of the Report unsatisfactory and reiterates the instruction given by the 1947 Conference to the National Executive Council to begin at once a strong campaign for rates of pay at least equal to those now paid by the major banks and insurance companies.

Note: Para. 18, reporting on the reference from last year's Conference recording dissatisfaction with the application of the Charter scales and instructing the N.E.C. to begin a strong campaign for salaries at least equal to those paid by banks, insurance companies, etc., records that the Council obtained details of salaries in banks, insurance companies, and building societies, and used it extensively in negotiations on the National Joint Council and in the case submitted to the National Arbitration Tribunal.

Para. 33—Working Week.

Amendment by the Bethnal Green Branch.

That Paragraph 33 be referred back to the National Executive Council, with an instruction to proceed forthwith in accordance with the references from the 1947 Annual Conference.

Note: Para. 33, dealing with a notice of motion and two amendments referred to the N.E.C., seeking Saturday morning leave (a) once every three weeks, and (b) every other Saturday, reports that the N.E.C. decided, in view of national economic difficulties and public criticisms of the hours laid down in the Charter, to take no action at present.

Para. 45 —Grading Appeals.

Amendment by the Bethnal Green Branch.

That paragraph 45 be referred back to the National Executive Council, with an instruction to proceed forthwith in accordance with the references from the 1947 Annual Conference.

Note: Para. 45, dealing with a notice of motion and amendment referred to the N.E.C., suggesting that, to speed up grading appeals, the National Joint Council should require local authorities to reach a decision within a specified period (the amendment put this at three months), failing which the appeals would be referred to the provincial council for decision, reported the decision of the N.E.C. that, since the Charter gave an officer a right of appeal to the provincial council in the event of failure of his employing authority to come to a decision, there was no need to take action beyond drawing the attention of branches to the position.

Para. 147—Local Government Examinations.

Amendment by the Essex County Branch.

That this Conference draws attention to the apparent lack of consultation between the N A L G O members of the Staff Side of the National Joint Council and the Education Committee of the National Executive Council in connection with the list of examinations recognised for promotion purposes, and calls for an immediate revision of the educational provisions of the Charter, including the list of alternative examinations under paragraph 28, after consultation with the Education Committee of the National Executive Council.

Note: Para. 147 reports the publication of the first list of examinations recognised for promotion purposes.

12. Affiliation to the Trades Union Congress.

Notice of Motion by the National Executive Council.

That this Conference is not in favour of affiliation to the Trades Union Congress.

Amendment by the Birmingham Branch.

Delete all words after "Conference" in line 1 and insert: "gives the members of the Association the opportunity as soon as possible of registering their opinion by ballot for, or against, affiliation, and that, in the event of a majority of votes being cast in favour of affiliation, this Conference instructs the National Executive Council to apply forthwith for affiliation of the Association to the Trades Union Congress."

27. *Notice of Motion by the Hastings Branch.*

That this Conference directs:

(a) that a ballot of all members shall be taken at the earliest possible moment upon the plain issue of non-political affiliation to the Trades Union Congress, and

(b) that in the event of the result of the ballot indicating a majority of members in favour of affiliation, the National Executive Council shall take immediate steps to implement that result.

Amendment by the Brentford and Chiswick Branch.

Delete para. (b) and insert:

"(b) and that a two-thirds majority in favour should be binding on the Association, and application be then made forthwith to the Trades Union Congress for affiliation.

(c) that in the event of a negative decision, the question of affiliation be not placed on the Conference Agenda for the next five years."

Amendment by the Shoreditch Branch.

Delete "at the earliest possible moment" in para. (a) and insert "within three months."

32. *Notice of Motion by the Chesterfield Branch.*

That this Conference instructs the National Executive Council to hold a straight ballot of all members of the Association on the question of affiliation to the Trades Union Congress and that a two-thirds majority in favour should be binding on the Association and application be made forthwith to the Trades Union Congress for affiliation.

Amendment by the Beverley and District Branch.

At the end of the motion add: "and that if a two-thirds majority be not obtained, the question of affiliation be not placed on the Conference Agenda for the next five years."

Amendment by the Sutton and Cheam Branch.

At the end of the motion add: "provided that the two-thirds majority is not less than 50 per cent. of the membership of the Association at the date of the ballot."

33. *Notice of Motion by the Port Talbot Branch.*

That this Conference instructs the National Executive Council to take steps to conduct a ballot of all members of N A L G O to decide for or against affiliation to the Trades Union Congress and in the event of a negative decision, that the question of affiliation be not placed on the Conference Agenda for the next five years.

Amendment by the Pembroke and District Branch.

Delete "and in the event of a negative decision" in line 5 and insert: "to implement the decision forthwith and whatever the result."

34. Title of the Association.

Notice of motion by the Northmet Branch.

That in view of the Association now catering for the Clerical and Administrative Staffs of Public Utility and Nationalised Services, this Conference resolves that the name of the Association be altered to—NATIONAL ASSOCIATION OF PUBLIC SERVICE OFFICERS.

Amendment by the Banstead and West Cornwall Branches.

Delete words after "to" in line 5 and insert: "Association of National and Local Government Officers."

Amendment by the Blackpool Branch.

Delete the word "Association" in line 5 and insert "Union."

Amendment by the Hammersmith and Smethwick Branches.

Delete words after "to" in line 5 and insert: "National and Local Government Officers' Association."

35. Representation at Conference.

Notice of motion by the National Executive Council.

That, notwithstanding Rule 23 of the Association's Rules and Constitution, the National Executive Council be empowered to determine the basis on which branches, district committees, and sectional and professional organisations shall be entitled to appoint delegates to the Annual Conferences to be held in 1949 and 1950, it being understood that the Council shall submit an alternative to Rule 23 for consideration and approval by the 1950 Conference; and that Rule 23 cease to have effect in the meantime.

Amendment by the Bethnal Green Branch.

That Rule 23 be amended to provide that future representation at Conference shall be in accordance with the following scale:

Up to 200 members—1 delegate.
201— 500 members—2 delegates.
501—1,000 members—3 delegates.
1,001—1,500 members—4 delegates.
1,501—2,500 members—5 delegates.
Over 2,500 members—6 delegates.
Each complete 1,000 over 2,500—1 delegate.
District committees—2 members per district.
Sectional and Professional organisations—1 representative each.

Amendment by the Bognor Regis Branch.

Delete "1949 and" in line 7 and add at the end of the motion: "and that for the 1949 Conference, the basis of representation shall be as follows:

(a) the quota for Branches and District Committees shall not exceed 1,000, and shall be allocated to Districts in proportion to their membership;

(b) District Committees shall allot their quota as follows:

(i) For the District Committee—not more than 4 representatives;

(ii) To each Branch tabling a motion for the Conference Agenda—2 representatives (irrespective of size of Branch);

(iii) To each Branch with a membership in excess of the unit of representation (which shall be defined as the total Association membership divided by 1,000)—1 representative for each multiple, up to a maximum of 15, less that number of representatives which may have been allocated under sub-section (ii) of this section;

(iv) Further vacancies to be allotted to the remaining Branches, who shall be grouped on an area basis—1 representative for each multiple of the unit of representation;

(v) Any remaining vacancies to be allotted at the discretion of the District Committee.

For the purpose of this section, the membership shall be as shown in the summary sheets for the previous year ended the 31st day of October, and forwarded to the General Secretary, in accordance with the provisions of Rule 12.

(c) Representation by Sectional and Professional organisations shall be at the discretion of the National Executive Council.

(d) Any rules of the Association, District Committees or Branches which conflict with this motion, as amended, shall cease to have effect from now until the end of the 1949 Conference.

Amendment by the Hants County Officers' Branch.
Delete all words before "that" in line 8 and all words after "Conference" in line 10.

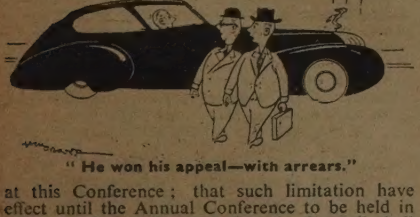
Amendment by the Lancashire County Branch.
Delete the words: "be empowered to determine" in line 3 and insert: "be requested to submit for the approval of Conference."

Amendment by the Southend-on-Sea Branch.
Delete all words after "Constitution" in line 2 and insert: "Conference endorses the National Executive Council's action in requesting Branches, District Committees, and Sectional and Professional Organisations to limit their delegates to the 1948 Conference, as set out in paragraph 56 of the Annual Report, and empowers the National Executive Council to limit delegates to the 1949 Conference on the same basis, it being understood that the Council shall submit to the 1949 Conference either an alternative to Rule 23 for consideration and approval or an interim report, and that Rule 23 cease to have effect in the meantime."

Amendment by the South Somerset and District Electricity Company Branch.
Delete "the National Executive Council be empowered to determine" in lines 2 and 3, and after "1950" in line 7 insert: "will be as follows:
(*a*) one delegate from each Branch with card voting according to Branch strength;
(*b*) all members of the National Executive Council and senior full-time officials but without voting power.
District Committees and Sectional and Professional organisations shall not be entitled to attend as such.
A Committee to be formed immediately in each District to recommend the amalgamation and/or splitting of existing Branches in their areas and a report to be presented by the National Executive Council to the 1950 Conference on the results."

Amendment by the West Riding County Officers' Branch.
Delete all words after "understood" in line 8 and insert: "(*a*) that the principle of Branch representation in proportion to membership will be retained; (*b*) that the Council shall submit an alternative to Rule 23 for consideration and approval by the 1950 Conference; and (*c*) that Rule 23 cease to have effect in the meantime."

37. Size of the National Executive Council.
Notice of motion by the National Executive Council.
That, notwithstanding Rule 50 of the Association's Rules and Constitution and any further increase in membership, the number of members of the National Executive Council elected in and for the several Districts in consequence of that Rule be limited to the number declared to be so elected



"He won his appeal—with arrears."

at this Conference; that such limitation have effect until the Annual Conference to be held in 1950, it being understood that the Council shall submit an alternative to Rule 50 for consideration and approved by the 1950 Conference; and that Rule 50 cease to have effect in the meantime.

Amendment by the Lancashire County Branch.
That this Conference instructs the National Executive Council to submit to the 1949 Conference a scheme for the election of the National Executive Council.

Amendment by the West Midland District Committee.
After "1950" in line 9 of the motion, insert: "and during the same period election shall be by the method adopted in the years 1943 to 1945."

Adaptation of Association Machinery.
39. *Notice of motion by the Northmet Branch.*
That this Conference welcomes the steps being taken to adapt NALGO organisation and machinery to suit the needs of the utility and hospital members and urges the speedy constitution of the consultative bodies in a manner such that each district consultative committee can report to its own national consultative council, which national consultative councils would deal with detail and application of policy, leaving the service conditions committee to act as a co-ordinating body on major service conditions policy in all spheres.

Amendment by the Northmet Branch.
Delete "speedy" in line 4 and insert "immediate." After the word "report" in line 7 insert: "direct."

40. *Notice of motion by Bournemouth and District Electricity Supply Officers' Branch.*
That this Conference is of the opinion:
(a) That the constitution of NALGO should be modified to provide for an electricity committee for each of the fourteen areas of the British Electricity Authority.
(b) That each such electricity area committee shall be composed of members from each branch within the prescribed area, having electricity membership, on a scale to be determined in the first instance by the N.E.C. and thereafter by due constitutional means agreed at Annual Conference.
(c) That electricity clerical and administrative staffs shall be separately represented on the National Executive Council; such representation to be on the same numerical basis as at present, for which purpose it shall be permissible for two or more adjoining electricity areas to be grouped together in order to provide the minimum membership necessary to qualify for the election of a representative.
(d) That except for matters concerning NALGO members generally, electricity area committees shall be empowered to deal with all matters relevant to the clerical and administrative staffs of the electricity supply industry in the manner prescribed for existing district committees.
(e) That there shall be a reciprocal arrangement by which district committees, within whose boundaries an electricity area mainly falls, may nominate representatives to the electricity area committee and vice versa. There shall be, similarly, co-ordinated action with district committees for all matters of mutual interest and general policy, including B. & O. Fund and sport.
(f) That arrangements shall be made for one district officer only in each electricity area to carry out negotiations with any one electricity area board.

Amendment by the Portsmouth Branch.
Add to para. (a): "and that electricity clerical and administrative staffs shall be separately represented on the National Executive Council; delete paras. (b), (c), (d), (e), and (f).

Amendment by the South Somerset and District Electricity Company Branch.
Delete para. (b) and insert: "(b) That each such electricity area committee shall, in the first instance, be composed of one member from each Branch within the prescribed area having electricity membership and thereafter by due constitutional means agreed at Annual Conference."
Delete "one" in line 3 of paragraph (f).

43. Relations with Other Trade Unions.
Notice of motion by the National Executive Council.
This this Conference confirms the action of the National Executive Council:
(1) in giving to the General Council of the Trades Union Congress an undertaking (referred to in paragraph 59 of the Annual Report) to observe the provisions of the "Bridlington Scheme" of the General Council for regulating the relations of trade unions in recruitment and the settlement of differences arising in regard thereto;
(2) in entering into the arrangements mentioned in the said paragraph for consultation with the General Council of the Trades Union Congress in the event of difference arising which cannot be composed by consultation at union level.

Amendment by the Woolwich Branch.
That this Conference denies the right of the National Executive Council to enter into agreements with other trade unions which take from the ordinary member his free choice of union and refuses to ratify any existing agreement entered into on this basis.

National Arbitration Award—Consolidation of Salaries and Bonus.

50. *Notice of motion by the Solihull Branch.*
That in the opinion of this Conference, the award represents a distinct lowering of the standards of remuneration in the service and is bound to have an adverse effect on the prestige of the service and on the standard of recruitment.

Amendment by the Doncaster and District Branch.
Add at end of motion: "inasmuch as it decreases incentive to qualify by destroying the balance of the scales and reducing the rewards for accepting the additional responsibilities attaching to the APT and Higher Clerical Divisions."

51. *Notice of motion by the Eastern District Committee.*
That this Conference is dissatisfied with the result obtained in the national arbitration award, and requests that steps be taken to re-open negotiations through the Whitley machinery at the earliest appropriate opportunity, and that branches be kept informed of the progress.

Amendment by the West Suffolk and District Branch.
After "Conference" in the first line insert: "whilst expressing appreciation of the able manner in which the staff side has carried out negotiations."

57. *Notice of motion by the Stockton-on-Tees Branch.*
That Conference is most dissatisfied with the award of the National Arbitration Tribunal and considers the cost-of-living bonus, as consolidated, to be wholly inadequate and compares very unfavourably with the consolidated salary scales obtained by other associations, and accordingly instructs the National Executive Council to continue to press for an adjustment of the salary scales as now existing, by up-grading, at the same time having in mind the obvious anomalies created by the award.

Amendment by the Blackpool Branch.
Delete "an adjustment of the salary scales as now existing, by up-grading" in lines 8 and 9 and insert "improved salary scales."

58. *Notice of motion by the North Northants Branch.*
That this Conference registers its keen disappointment in the arbitration award relative to the consolidation of salaries and bonus and expresses its grave concern at the way in which the case for the staff side has been handled from the outset. Accordingly, this Conference instructs the National Executive Council to keep the matter of salaries under constant review and take the first possible opportunity of pressing for improvement in the present consolidated salary scales.

Amendment by the South-West Gloucestershire Branch.
Delete "and expresses its grave concern at the way in which the case for the staff side has been handled from the outset" in lines 3 to 6.

63. *Notice of motion by the Metropolitan District Committee.*
That this Conference, by reason of the entirely inadequate award of the National Arbitration Tribunal, instructs the National Executive Council:
(a) to take all possible steps to obtain an immediate upward revision of the existing salary scales and the removal of the various anomalies created by the award;
(b) to take all possible steps to have the inadequate London "weighting" increased to give recognition to the needs of officers in posts within the Metropolis;

Amendment by the Birmingham Branch:
At the end of the motion add:
"(c) to take the necessary steps to ensure the National Scale of Salaries be 'weighted' in favour of officers of the Corporations of large provincial cities."

67. Application of Charter.
Notice of motion by the Liverpool Branch.
That this Conference deplores the lack of guidance by the National Joint Council regarding the application of the National Scheme of Conditions of Service, and instructs the staff side of the National Joint Council to press for:
(a) A clear definition of the term "officer" for the purpose of the Charter.
(b) National scales to accommodate all such officers.

Amendment by the Metropolitan District Committee and the Hammersmith Branch.
After "National" in clause (b) insert "minimum."

68. National Grading Scheme.
Notice of motion by the Newport (Isle of Wight) Branch.
That this Conference instructs the National Executive Council to secure the national grading

on a uniform basis of all appointments of a comparable type without delay.

Amendment by the Metropolitan District Committee and the Hammersmith Branch.
After " national " in line 2 insert " minimum " and delete " on a uniform basis " in line 3.

69. *Notice of motion by the Chesterfield Branch.*
That this Conference, whilst appreciating the difficulties involved in grading all the various posts in the local government service, is of the opinion that sufficient evidence now exists to enable a number of positions to be graded on a national basis, and therefore instructs the National Executive Council to forward all recommendations to the National Joint Council without further delay.

Amendment by the Metropolitan District Committee and the Hammersmith Branch.
After "national" in line 6 insert "minimum."

Revision of Salary Scales.

73. *Notice of motion by the Norwich Branch.*
That this Conference feels that, whilst the general provisions of the Charter have been the means of improving the status and conditions of service of local government officials, the widely differing interpretation of duties by local authorities has led to positions of very similar character being classified in very different scales, resulting in serious dissatisfaction throughout the country from officers occupying such positions. Conference, therefore, feels that a much more uniform and fair grading of posts would materialise if there were fewer scales of pay, each succeeding scale being a direct advance upon the previous one with no overlapping as occurs at present, i.e. :

Males	*Females*
1. Gen. Scale Max. £385	1. Gen. Scale Max. £308
2. £400—£440	2. £316—£352
3. £450—£495	3. £354—£390
4. £510—£570	4. £400—£440
5. £590—£600	5. £450—£495
6. £685—£760	6. £510—£570
	7. £590—£660
	8. £685—£760

and instructs the National Executive Council to negotiate for such scales immediately.

Amendment by the Smethwick Branch.
Delete all words and figures after " present " in line 14 and insert " and requests the National Executive Council to seek such revision at the earliest practicable date."

74. *Notice of motion by the River Trent Catchment Board Branch.*
(1) That this Conference views with grave apprehension the result of the recent arbitration proceedings—particularly so, having regard to awards and increases subsequent to the date of the award in relation to the N A L G O dispute—and urges that the National Executive Council be instructed to press for an immediate improvement in the General Division scale by :—
(a) an increase in the maximum at age 32 from £385 to £450, or
(b) the extension of the age limit from 32 to 35, with two annual increments of £20 and one final increment of £25.
(2) That this Conference is of opinion—
(a) That the number of grades in A.P.T. Division is unnecessary (there being no less than nine grades to cover a sum of £370—from a minimum of £390, Grade I, to a maximum of £760, Grade VIII) and that such number is unreasonable in view of the provisions of item 27 (a) of Part III or the Scheme of Conditions of Service.
(b) that the maximum of £760 is inadequate having regard to present conditions.
(3) That the National Executive Council be instructed to press for an immediate revision of the grades by—
(a) the maximum in A.P.T. Division being increased from £760 to £850 and
(b) the substitution of the following four grades for the existing nine Grades :—

Gde.	Sal.	In.	Gde.	Sal.	In.	Gde.	Sal.	In.	Gde.	Sal.	In.
	£	£		£	£		£	£		£	£
I	330	20	II	400	25	III	500	40	IV	600	50
	350	25		425	25		540	40		650	50
	375	25		450	25		580	40		700	50
	400	25		475	25		620	30		750	50
	425	25		500	25		650	—		800	50
	450	—		525	25					850	—
				550	—						

(4) That the maximum salary of the Clerical Division be increased from £440 to £485 and the maximum salary of the Higher Clerical Division be increased from £485 to £525.

Amendment by the Essex Rivers Catchment Board Branch.
Delete " immediate " in line 7 of paragraph (1) and after " improvement " insert " at the earliest possible date." Delete " immediate " in line 2 of paragraph 3 and substitute " early."

General Division Scales

77. *Notice of motion by the Bristol and District Branch.*
This Conference recognises the desirability of a revised salary scale which will enable officers at the age of 26 years to undertake the responsibilities of marriage and to maintain a reasonable

" How about you and me boycotting the Charter?"

standard of living and urges the N.E.C. to press negotiations with a view to establishing the General Division maximum at the age of 26 years.

Amendment by the Doncaster and District Branch.
Delete all words after " view to " in line 6 and insert " securing more favourable salaries in the range 21 to 26 years."

81. Grades for Shorthand Typists and Machine Operators.
Notice of motion by the Coulsdon and Purley Branch.
That this Conference deprecates the apparent lack of action on the part of the National Executive Council in implementing the resolution in regard to the formation of separate grades for typists, shorthand typists, machine operators, and supervisors thereof.

Amendment by the London and Home Counties Joint Electricity Authority Branch.
At the end of the motion add : "and approves the suggestion that the rates pertaining to male members of the General Division be paid to women for this type of work."

83. London "Weighting."
Notice of motion by the Chislehurst and Sidcup Branch.
That this Conference considers that there is no justification for any differentiation in the amount of London "weighting" as between divisions of the national scales and recommends this Conference to press for the adoption of London "weighting" as follows :
£15 at age 16 to 20.
£30 at age 21 to 25.
£45 at age 26 and over for all men and women in all grades.

Amendment by the Stoke Newington Branch.
(a) That this Conference considers that the proposal of the staff side of the National Joint Council is utterly inadequate, and does not nearly represent the disparity between the cost of living and/or working in London and elsewhere ;
(b) That the National Executive Council be instructed to direct its efforts towards securing the following "weighting" for Metropolitan members of all grades and both sexes.
(1) In the County of London—£50 at age 16 to 25 years ; £75 at age 26 years or over.
(2) Elsewhere in the Metropolitan District—£40 at age 16 to 25 years ; £60 at age 26 years or over.

84. 38-Hour Week.
Notice of motion by the Manchester Branch.
That the National Executive Council be instructed to secure amendment to the National Charter so as to ensure a 38-hour week for all clerical officers.

Amendment by the Blyth Branch.
Delete the word "clerical" in line 3 and add at the end of the motion : "on a five-day week basis."

85. Overtime.
Notice of motion by the Glamorgan County Officers' Association.
That this Conference considers that the conditions governing the payment of overtime should be amended to include payment to all officers graded within the Charter.

Amendment by the East Sussex County Officers' Branch.
At the end of the motion add : "and instructs the National Executive Council to take the necessary steps to secure the deletion of paragraph 10(e) from the National Scheme of Conditions of Service."

Note.—Para 10 (e) provides that overtime payments shall not be made when subsistence allowances are payable.

Amendment by the Fleetwood and District Branch.
At the end of the motion add : "and that sanction for overtime work be given by the head of a department, and not be subject to prior approval of the employing authority."

Amendment by the Pembroke and District Branch.
Delete the words "graded within the Charter" at the end of the motion.

Amendment by the Smethwick Branch.
At the end of the motion add : "and that officers required to work overtime within the terms of paragraph 9 of the Charter shall have the right to elect to receive payment therefor in lieu of compensatory leave."

86. *Notice of motion by the Newport (Mon.) Branch.*
That this Conference instructs the National Executive Council to take the necessary steps to amend the National Scheme of Conditions of Service so as to provide that the ordinary overtime rate be at one-and-a-quarter times the hourly rate based upon salary, plus bonus, and that time worked on Sundays and Bank Holidays should be paid at double time.

Amendment by the South Wales and Monmouthshire District Committee.
Delete all words after "that" in line 4 to the word "time" in line 6.

87. *Notice of motion by the Sheffield Branch.*
That as Clause 10 of the National Scheme of Conditions of Service is not considered to afford adequate compensation in respect of overtime payment, this Conference urges the National Executive Council
(1) (a) to press for an amendment of this Clause so as to provide that all time worked after the recognised Saturday half-day break, and/or Sunday work beyond the normal 38-hour week shall be paid for at the rate of time and a half ; provided that where officers desire to take the equivalent time off instead of receiving overtime payment, they shall be allowed to do so ;
(b) that where work is required to be performed on any Bank Holiday, compensation therefor shall be by way of an extra day's pay for such working, plus a day off in lieu ;
(c) that the salary limit governing the payment of overtime shall be the maximum provided for in the National Charter ; and
(2) that the National Executive Council be directed to explore the position of officers who, although subject to a 38-hour week, are employed on a rota system which involves regular weekend and Bank Holiday working, with a view to compensating them adequately for the abnormality which their hours of duty entail.

Amendment by the Burnley and District Branch.
Delete "provided that where officers desire to take the equivalent time off instead of receiving overtime payment they shall be allowed to do so" in lines 11 to 14.

Amendment by the Kidderminster Branch.
Delete "time and a half" in line 11 and insert "double time."

92. Annual Leave.
Notice of motion by the Birmingham Branch.
That the National Executive Council be instructed to take all necessary steps to amend the National Charter so as to provide annual leave on a basis of service in addition to the present basis of salary. The alternative to be as follows :
Officers with 15 years' service and under 25 years' ... ... 18 days
Officers with 25 years' service and over 21 days

Amendment by the Southport Branch.
Delete all words after "follows" in line 5 and insert:

Officers under 21 years of age on the first day of the holiday year and on the General Division	15 working days
Officers age 21 years or over on the first day of the holiday year on General Division, and all officers on Miscellaneous Division I	18 working days
Officers on Clerical, Miscellaneous Division II, or APT Division I; and all officers having 15 years' local authority service	21 working days
Officers on Higher Clerical, APT Divisions II, III and IV, and all officers having 25 years' local authority service	24 working days
Officers on APT Divisions V, VI, VII and VIII, and all officers having 35 years' local authority service	27 working days

Amendment by the Bristol and District Branch.
After "leave" in line 3 insert: "of 15 days for juniors up to 21 years of age, and . . ."

93. *Notice of motion by the Wrexham (R.D.C.) Branch.*
That the annual leave allowance specified in paragraph 11 of the Scheme of Conditions of Service prepared by the National Joint Council for Local Authorities' Administrative, Technical and Clerical Services, is inadequate and that this Conference instructs the National Executive Council to take steps to amend the National Charter so as to provide the following scale of annual leave:

Juniors up to 21 years of age	12 working days
General Division officers over 21 years	15 working days
General Division officers with 15 years' or more service	18 working days
Officers other than those in General Division in any Grade up to and including A.P.T. Grade IV	18 working days
Officers in all Grades above A.P.T. Grade IV	24 working days

Amendment by the Bexhill Branch.
Delete the first four clauses of the scale of annual leave and substitute:

Officers on all grades up to and including Grade IV	18 working days

Amendment by the Blyth Branch.
Delete the scale of annual leave and insert:

Juniors up to 21 years	12 working days
Age 22 to 30 years	18 working days
Age 31 years and over	24 working days

Amendment by the Bristol and District Branch.
Delete "Juniors up to 21 years of age .. 12 working days" in the first line of the scale of annual leave, and delete "over 21 years" in lines 2 and 3.

Amendment by the Smethwick Branch.
Delete the first provision in the scale of annual leave. Delete "over 21 years" in lines 2 and 3 of the scale and insert: "with less than 15 years' service."

Amendment by the Torquay Branch.
Delete the scale of annual leave and insert:

Juniors up to 21 years of age, and General Division officers over 21 years of age	18 working days
General Division officers with 15 or more years' service	21 working days
Officers other than those in the General Division in any Grade up to and including A.P.T. Grade IV	24 working days
Officers in these Grades with over 25 years' service	27 working days
Officers in all Grades above A.P.T. Grade IV	27 working days
Officers in these Grades with over 25 years' service	30 working days
The holidays of officers on salary scales above the scales in the National Charter to be at the discretion of the employing authority, with a minimum of	30 working days

Amendment by the Walthamstow Branch.
Amend the third and fourth provisions of the scale of annual leave to read:

General Division officers with 5 years' or more adult service	18 working days
Officers other than those in the General Division in any grade up to and including A.P.T. Grade IV	21 working days

94. Annual Reports.
Notice of motion by the East Barnet Branch.
That the National Executive Council request the NALGO representatives on the National Joint Council to press for the amendment of Paragraph 24 of the National Scheme so that all reports, adverse or otherwise, shall be shown to the officers concerned.

Amendment by the Tottenham Branch.
At the end of the motion add: "before submission to the appropriate committee of the employing authority."

95. *Notice of motion by the East Barnet Branch.*
That the National Executive Council request the NALGO representatives on the National Joint Council to press for provision to be made in the National Scheme whereby an officer, who is the subject of a report which he considers might be detrimental to his local government career, shall have the right to appear and to be represented before the committee or council concerned when the report is presented.
Amendment by the Boston Branch.
Delete the words "a report" in line 5 and insert: "an adverse report."

96. Promotion from General Division.
Notice of motion by the Manchester Branch.
That this Conference instructs the National Executive Council to press for the removal of the examination bar to promotion for officers in the General Division.

Amendment by the Leyton Branch.
At the end of the motion add: "who were in that Division when the Charter was adopted."

Amendment by the Salford Branch.
At the end of the motion add: "who were permanent officers on the 3rd September, 1939, on the grounds that it constitutes a hardship, as in many cases their age and responsibilities put them at a disadvantage, compared with junior colleagues."

Amendment by the Westmorland Branch.
At the end of the motion add: "and in so doing gives recognition by adequate gradings to those officers who have secured qualifications."

Amendment by the Wirral and District Branch.
Delete all words after "for" in line 2 and insert:
"(a) the removal of the examination bar to promotion for officers in the General Division with 15 years' local government service prior to the 1st April, 1946; and
" (b) the recognition, for promotion purposes, of the intermediate certificate of a recognised professional institute in the case of officers in the General Division with at least 5 years' service in H.M. Forces in the 1939–1945 War.".

97. *Notice of motion by the Nottingham Branch.*
That this Conference directs the National Executive Council to take the necessary steps to ensure that the Charter is amended so that the promotion examination qualification shall not be a compulsory condition of promotion.

Amendment by the Banstead Branch.
Add at the end of the motion: "so far as the department in which an officer is serving is concerned."

The nine following notices of motion, numbered 98 to 106 inclusive, were inadvertently omitted from the preliminary agenda as published in the April journal, and are therefore set out here in full, together with the amendments submitted to them.

98. *Notice of motion by the Worcestershire Branch.*
That all necessary steps be taken to secure the amendment of paragraph 28 of the Scheme of Conditions of Service by the deletion of the words "has secured the qualification of" in the third line and substitution therefor of the words "has passed the intermediate examination of."

Note.—The relevant sentence of Para. 28 of the Charter reads: "A General Division officer shall not be eligible for promotion to a higher grade unless he or she has passed successfully the promotion examination or has secured the qualification of a recognised professional institute . . ."

99. *Notice of motion by the Durham County Council Branch.*
That necessary steps be taken by the National Executive Council to secure the amendment of paragraph 28 of the Scheme of Conditions of Service by the addition of the following proviso: "Provided that this clause shall not apply to local government officers who were in the employ of an authority prior to the 1st April, 1946."

Amendment by the Mid-Surrey Branch.
Delete all words after "of" in line 7 and insert "a local authority prior to the 1st April, 1930."

100. *Notice of motion by the Metropolitan District Committee.*
That this Conference declares itself in favour of the abolition of the promotion examination as a pre-requisite for promotion from the General Division, and considers that such examination or other qualification recognised by the National Joint Council, should be passed before an officer can enter the Administrative, Professional and Technical Division; and instructs the National Executive Council to secure an appropriate amendment to the National Scheme of Conditions of Service.

Amendment by the Watford Branch.
Delete "qualification" in line 5 and substitute "examination of comparable standard." Insert after the words "Joint Council" in line 6 the words "after full consultation with the appropriate examining body."

101. *Notice of motion by the North Northants Branch.*
That this Conference questions the legality of imposing a condition similar to that contained in paragraph 28 of the Scheme of Conditions of Service on officers who had entered into a contract with a local authority before the operation of the Scheme and accordingly instruct the National Executive Council to press the National Joint Council to review the terms of paragraph 28 so as to ensure that no hardship is imposed on officers in the local government service prior to the adoption of the Scheme of Conditions of Service.

102. *Notice of motion by the Birmingham Branch.*
That the National Executive Council be requested to press for the recognition of the following examinations to rank equivalent with the promotion examination:
The intermediate examination of a degree of any British University or the intermediate examination of any recognised professional institute.

103. Recognition of Promotion Examination.
Notice of motion by the Bristol and District Branch.
This Conference recognises the desirability of securing adequate recognition of the promotion examination and declares that the principle should be established of automatic promotion from the maximum of the General Division to a higher division if the examination or any other accepted as an alternative has been successfully completed, provided that no officer shall be prevented thereby from promotion to a higher division at an earlier age.

104. Recognition of Examination Successes.
Notice of motion by the Burnley and District Branch.
That this Conference instructs the National Executive Council to take the necessary steps to ensure that the application of the provisions of Clause 29 of the National Scheme of Conditions of Service shall be obligatory and not permissive, and that the word "should" in line 3 thereof be amended to "shall."

Note.—Para. 29 of the Charter reads: "The gaining of intermediate or final examination diplomas usually recognised by local authorities and applicable to the department in which the officer concerned is employed should be recognised by a monetary grant of £15 in respect of the intermediate examination and of £30 in respect of the final examination unless the possession of the particular diploma is a condition of the appointment. A list of the examinations suggested as appropriate to the local government service is given in Appendix B."

105. *Notice of motion by the Newport (Mon.) Branch.*
That paragraph 29 of the National Charter be deleted, and the following substituted:
"The gaining of intermediate or final examination diplomas contained in Appendix B by officers paid

in accordance with the General Division should be recognised by a monetary grant of £10 per annum in respect of the intermediate examination and of an additional monetary grant of £10 per annum in respect of the final examination unless the possession of the particular diploma is a condition of the appointment."

Amendment by the Southport Branch.
Delete the word "should" in line 5 and insert "shall."

106. Grading Appeals.
Notice of motion by the Wrexham Borough Branch.
That in view of what we consider to be the present inadequate and unsatisfactory method of dealing with staff salary and grading appeals this Conference instructs the National Executive Council to have incorporated in the Charter adequate provision for second and third stages of appeal in the event of failure at the first stage.

ANCILLARIES A.G.M.s.

NOTICE IS HEREBY GIVEN that the annual general meetings of the N A L G O Provident Society (No. 1580—London), the N A L G O Building Society (No. 804B—London), and the National and Local Government Officers' Mutual Insurance Association Ltd.—Logomia (No. 2898R—London), will be held at the town hall, Bournemouth, on Friday, June 18, at the following times :

N A L G O Provident Society, 9.30 a.m. to elect trustees and a committee of management, to appoint auditors, to receive the annual report and financial statement, and to consider the minutes of the last meeting, alterations to Rules 1 and 15(5), and any other business.

N A L G O Building Society, 11.0 a.m. to receive a report of the committee of management and to consider general business (copies of the agenda, report, and financial statement may be obtained from the secretary at 1, York Gate, London, N.W.1).

LOGOMIA, 2.30 p.m. to receive the annual report and accounts, to consider amendments to Rules 2, 20, 43 and 64, to elect two members of the board of management and an auditor, and to consider the minutes of the last meeting and any other business.

From this point, owing to the omission from the April journal of the nine preceding items, the numbering of the items in the preliminary agenda as published in that journal differs from the numbering of the same items as published in the official preliminary agenda supplied to delegates. For the sake of clarity, we give here the correct number of each item as it appeared in the official agenda, followed by the number (in brackets) given to it in the April journal.

109 (100). Marriage Bar.
Notice of motion by the South Western District Committee.
That in spite of the result of branch enquiries, the National Executive Council be instructed to take immediate steps to secure the inclusion in the Scheme of Conditions of Service of a clause laying down that a marriage bar shall not be operated.

Amendment by the Pembroke and District Branch.
Delete "not" in line 5 and add at the end of the motion "except in cases of hardship."

Amendment by the St. Helens Branch.
That this Conference is in favour of the general principle that there should be a marriage bar in the conditions of service, subject to safeguards in special cases of hardship such as women supporting invalid husbands, and in professions such as the nursing profession where the loss of the services of married women would cause serious dislocation, but that no approach should be made to the National Joint Council with a view to the introduction of a clause to this effect in the National Charter until the conditions in industry have become more normal.

111 (102). Review of Establishments.
Notice of motion by the Liverpool Branch.
That this Conference urges the National Joint Council to ensure that all authorities review their establishments biennially, the first review to take place not later than 31st March, 1949.

Amendment by the Bognor Regis Branch.
After "establishments" in line 3 insert: "at least."

Amendment by the Lambeth Branch.
Delete "biennially" in line 3 and insert "annually."

Amendment by the South Shields Branch.
At the end of the motion add: "provided that no officer shall be detrimentally affected by such action."

113 (104). Speed-up of Whitley Machinery.
Notice of motion by the Luton Branch.
That this Conference considers that the time taken by the National Joint Council in considering the claim submitted by the staffs' side for an increase in the cost-of-living bonus was excessive and asks the National Executive Council to consider by what means the procedure for dealing with staff claims can be accelerated.

Amendment by the Bethnal Green Branch.
Delete all words after "excessive" in line 4 and insert: "and demands the elimination of all procrastination and delay in Whitley procedure."

115 (106). Salaries of Public Utility Officers.
Notice of motion by the Finchley and District Branch.
That this Conference urges the National Executive Council to consider and take all appropriate action with regard to the comparatively low salaries being paid for senior appointments under the new Boards set up under recent legislation and which might have an adverse effect upon the salaries of the less senior appointments.

Amendment by the North Eastern District Committee.
After "paid" in line 4 insert: "and/or offered" and add at the end of the motion: "and instructs the National Executive Council to accept nothing lower than the Charter consolidated salaries for graded staff in the gas industry."

116 (107). National Charters—Appropriate Salary Grades for Engineers, Architects and Surveyors in Local Government Service.
Notice of motion by the Lanarkshire Branch.
That as a guide to the fixing of appropriate salary grades for engineers, architects, and surveyors in the local government service, a schedule be drawn up relating age, qualifications, experience, and duties to the Charter grades, and that this resolution be referred to the National Executive Council for the necessary action.

Amendment by the Berks County Officers' Branch.
After the word "That" in line 1 insert: "in consultation with the appropriate professional institutions and associations."

Amendment by the Shipley Branch.
After "surveyors" in line 2 insert: "and other officers performing technical or specialised duties."

Amendment by the Tynemouth Branch.
Delete "engineers, architects and surveyors" in line 2 and insert: "all special classes of officers."

Amendment by the Westmorland Branch.
Delete "and" after "architects" in line 2, and after "surveyors" insert: "and other officers with recognised qualifications."

Amendment by the Wolverhampton and District Branch
Delete all words after "grades" in line 5 and insert: "and that the National Executive Council consult the appropriate professional organisation before taking any action."

GENERAL MOTIONS

121 (112). Equal Pay for Equal Work.
Notice of motion by the Poplar Branch.
That this Conference again urges the National Executive Council to take all possible steps to secure the principle of equal pay throughout the local government service.

Amendment by the Southport Branch.
After "pay" in line 3 insert: "for equal work."

127 (118). Implementation of References from Conference, District Committees, Branches and Members.
Notice of motion by the Croydon Municipal Officers Association.
That this Conference instructs the National Executive Council to consider an increase in staff and all other means, including a re-distribution of existing staff if necessary, to expedite the treatment of references from Conference, districts, branches and members on matters relating to service conditions.

Amendment by the Birmingham Branch.
After "necessary" in line 4 insert "so as" and after the words "treatment of" in line 5 insert: "and publication of the Council's report upon the."

Amendment by the Southport Branch.
After "in" in line 2 insert "district."

131 (122). Superannuation Amendments.
Notice of motion by the Birmingham Branch.
That the Association takes the first favourable opportunity of pressing for a reduction to 56 for the age at which local government officers can exercise the option to retire, and a corresponding reduction of the age for compulsory retirement to 60.

Amendment by the Bexhill Branch.
That the option to retire at the age of 60 years be extended to all officers.

Amendment by the Mid-Surrey Branch.
Delete "56" in line 2 and insert "58."

Amendment by the Stepney Branch.
Delete "and a corresponding reduction of the age for compulsory retirement to 60" at the end of the motion and insert: "and a reduction in the qualifying period of service for full pension."

Amendment by the Tottenham Branch.
At the end of the motion add: "contributions to commence at age 16 instead of age 18."

Amendment by the West Cornwall Branch.
At the end of the motion add: "and that the rate of contribution under the Superannuation Act, 1937 be 5 per cent. instead of 6 per cent. for all classes of contributors."

Amendment by the West Ham Branch.
Delete all words after "retire" in line 4.

132 (123). *Notice of motion by the Leicester Branch.*
That in view of the provisions of the National Health Service Superannuation Regulations relating to officers of local health authorities, the National Executive Council be instructed to consider a proposed amendment to the Superannuation Act, 1937, to give local government officers in general the power to provide for a pension to be paid to a widow or widower in the event of death before retirement.

Amendment by the South-West Gloucestershire Branch.
Add at end of motion: "Further, that should an officer who has retired at an age of not less than 60, die within 5 years of the date of retirement, a pension of 50 per cent. of the amount he received be paid to his widow for a further period not exceeding 5 years."

134 (125). Future Education Policy.
Notice of motion by the National Executive Council.
That this Conference approves the future educational policy set out in para. 134 of the Annual Report for 1947.

Amendment by the West Ham Branch.
At end of motion add: "except that in the case of officers over 35 years of age the approved educational policy may be waived in conformity with the decision reached at the 1947 Conference."

135 (126). Safeguard of Existing Staffs.
Notice of motion by the Southend-on-Sea Branch.
In the event of changes taking place in the structure of local government, the National Executive Council shall take all possible steps to ensure the adequate safeguarding of the interests of existing staffs.

Amendment by the West Cornwall Branch.
Delete all words after "take" in line 3 and insert: "all possible steps to safeguard adequately existing staffs, whether under existing legislation or by future legislation, and that it be the duty of branch secretaries to supply district officers with staff changes occasioned by such legislation, to ensure that officers are not penalised through legal flaws in agreements made between local authorities."

137 (128). Security of Tenure.
Notice of motion by the Darlaston Branch.
That this Conference instructs the National Executive Council to take the necessary steps to secure legislation in order to attain this objective satisfactorily without further delay.

Amendment by the Stepney Branch.
Delete "this objective" in line 3 and insert "security of tenure."

139 (130). Leave to Attend Annual Conference
Notice of motion by the Bilston Branch
(a) That this Conference is of the opinion that elected representatives to the Annual Conference should be allowed leave of absence from employment to attend the Conference. It is felt that some hardship is imposed upon the delegates as

at present absence from duty is regarded as annual leave.

b) That this Conference desires that steps should be taken to amend conditions of service to overcome this difficulty.

Amendment by the Bethnal Green Branch.
After "absence" in line 3 insert: "with pay." Delete all words after "Conference" in line 4 and insert: "and instructs the National Executive Council immediately to take all possible steps to secure this by provision in the National Charter."

Amendment by the Leicester Branch.
After "employment" in lines 3 and 4 insert: "with pay."

Amendment by the Southport and Watford Corporations Branches.
After "absence" in line 3 insert "with pay."

140 (131). Electrical Power Engineers' Association.
Notice of motion by the Central London Electricity Branch.
a) That this Conference is of the opinion that it should be the unfettered right of each individual to choose his own particular trade union and therefore presses for the cancellation forthwith of the agreement with the E.P.E.A. which imposes a ban on certain members of the staff employed in the electricity supply industry being admitted to membership of N A L G O unless they are members of the E.P.E.A.

b) That, instead of the agreement mentioned, this Conference recommends the inclusion in the Association and all branch Rules of a clause to the effect that the functions of the Association and any branch shall not extend to matters affecting the salaries and service conditions of the technical staffs coming within the purview of the National Joint Board of the Electricity Supply Industry except by mutual agreement between the Association and the organisation(s) concerned.

Amendment by the Northmet Branch.
Delete paragraph (a) and insert:
(a) That this Conference is of the opinion that the agreement with the E.P.E.A. is in every respect unsatisfactory and requests the National Executive Council to take steps immediately to obtain its cancellation."

Amendment by the South Somerset and District Electricity Company Branch.
Delete "should be the unfettered right" in line 2 and insert "is the duty." Delete "choose" in line 3 and insert "join." Delete "own particular" in line 3 and insert "appropriate." Delete "presses for the cancellation forthwith of" in lines 4 and 5 and insert "commends." Delete "That, instead of the agreement mentioned" at the beginning of paragraph (b) and insert "Therefore."

143 (134). Conduct of Negotiations.
Notice of motion by the Woolwich Branch.
That this Conference demands an alteration in the structure and methods of the Association so that the rank and file membership have more knowledge of, and thus take a greater share in, negotiations.

Amendment by the Chelmsford Borough Branch.
Delete "more" in line 3 and insert "complete."

145 (136). Subscription Rebate to Branches.
Notice of motion by the Hazel Grove and Bramhall Branch.
That this Conference is satisfied that the maintenance of the smaller branches and attendance at conferences and district meetings of delegates from such branches under present conditions warrants an increase in the percentage retained by branches of the total amount collected in subscriptions during each year.

Conference therefore urges the National Executive Council to consider increasing the percentage for retention from 35 per cent. to 45 per cent., in respect of branches with a maximum membership of 75.

Amendment by the South Somerset and District Electricity Company Branch.
Delete all words after "warrants an" in line 5 and insert: "alteration to the method of paying branch and delegate expenses. Conference therefore decides that in future only duly authorised branch expenditure be met from branch funds and the balance be remitted to Headquarters. The expenses of Conference delegates to be paid by Headquarters and the expenses of district delegates to be met from district committee funds. A similar basis to be used for delegates to other bodies."

147 (138). Holiday Centres.
Notice of motion by the Salford Branch.
That this Conference:

(a) considers that the rates charged for the N A L G O holiday centres have been increased to such amounts that members generally in the lower salary grades find it difficult to make use of the facilities;

(b) instructs the National Executive Council to investigate the administration of the holiday centres, with a view to avoiding further increases in the charges to members by reducing, if necessary, overhead expenses.

Amendment by the Cheshire County Branch.
After the words "holiday centres" in lines 3, 8 and 9, insert "and Cefn-y-Mynach Hotel."

Amendment by the North Devon Branch.
Add at the end of the motion: "and that the National Executive Council in carrying out this investigation be instructed to invite representations from branches covering the areas in which the respective centres are situate, and that such branches be officially represented on the management committees of the centres concerned."

148 (139). *Notice of motion by the Scottish District Committee and the Greenock Branch.*
That this Conference agrees that a holiday centre be instituted in Scotland as soon as is practicable, but that, in the meantime, a rationing system be applied to bookings for centres in England in order that every member should have equal facilities for using such centres, the rationing system to take the following form:

(a) bookings to be accepted up to 28th February from members and families who have not been accommodated at either of the centres during the previous five years.

(b) bookings to be accepted from 1st March to 30th April from members and families who have been accommodated at either of the centres during the previous five years.

(c) thereafter bookings to be accepted from outside personnel for any vacancies still available.

Amendment by the Brentford and Chiswick Branch.
Delete all words after "meantime" in line 3 and insert: "the National Executive Council be requested to press for all local authorities to complete their respective staff holiday lists by the 31st January in each year, and (2) that no bookings for holiday centres be accepted before the 7th February in any year, in order that every member shall have equal opportunity of applying for reservations at the holiday centres."

Amendment by the Eccles Branch.
Delete "28th February" in paragraph (a) and insert "31st January." Delete "1st March to 30th April" in paragraph (b) and insert "1st February to 31st March."

157 (148). Education Policy.
Notice of motion by the Oxford (Wessex) Branch.
That this Association shall institute a scheme of cultural education for its members, based upon the idea of correspondence courses, week-end schools, and maintained scholarships to Ruskin and other appropriate colleges, free of cost.

Amendment by the Blyth Branch.
Add at the end of the motion: "and provide annually for four scholarships to the Universities, for the sons and daughters of local government officers."

RULE AMENDMENTS

163 (154). Approval of Notices of Motion by District Committees.
Notice of motion by the Perth City Branch.
That it be an instruction to the National Executive Council to consider such alteration in Rules as will require branch motions to secure the approval of the appropriate district committee before submission to Conference.

Amendment by the South Wales and Monmouthshire District Committee.
Delete all words after "motions" in line 3 and insert: "to be submitted for consideration by the appropriate district committee before being placed on the agenda for Conference, and that the question of proceeding with motions not approved by the district committees be left to the good sense of branches."

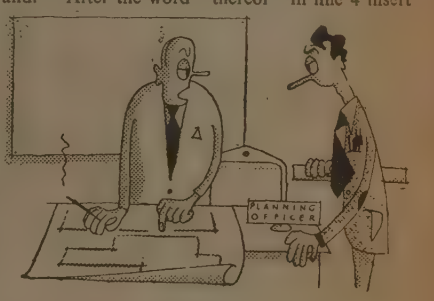
167 (158). Rule 10—Scale of Subscriptions.
Notice of motion by the National Executive Council.
That the following additions be made to the resolution passed under Rule 10 (a) at the Conference of 1947 prescribing the subscriptions payable by members and the basis thereof:

At the end of Article 1 in the said resolution add the words: The monthly subscription payable by a member who is granted leave of absence without pay by his employing authority to enable him to take a course of training shall be sixpence.

At the end of Article 2 add the words: "Provided that a member who, having for any reason been on leave of absence without pay on the first day of the financial year, resumes duty during that year at the conclusion of such leave shall, as from the date on which he resumes or is deemed to resume duty, pay monthly subscriptions based on the salary then receivable by him.

Note.—Article 1 prescribed the current monthly subscriptions payable by members based on salary. Article 2 read: "The basis of a member's subscription shall be his total salary (including bonus and fees) on the first day of each financial year of the Branch except in the case of a member joining after that date, when the basis for the then current year shall be his total salary (including bonus and fees) on the first day of his membership."

Amendment by the Huddersfield Branch.
After "following" in line 1 insert: "alterations and." After the word "thereof" in line 4 insert



"What on earth do all these funny little lines mean?"

the following amended scale (deletions are shown in brackets, additions in bold type):

Salary	Subscription
Not exceeding **£80** (£52) p.a.	6d. per month
Exceeding **£80** (£52) but not exceeding **£150** (£120) p.a.	1s. 1d. per month
Exceeding **£150** (£120) but not exceeding £260 p.a. ..	1s. 8d. per month
Exceeding £260 but not exceeding **£400** (£350) p.a. ..	2s. 2d. per month
Exceeding **£400** (£350) but not exceeding **£500** (£450) p.a.	2s. 9d. per month
Exceeding **£500** (£450) **but not exceeding £760**	3s. 4d. per month
Exceeding £760 p.a.	**3s. 11d. per month**

At end of the motion add: "Delete '£52' in line 2 of Article 3 and insert '£80.'"

Note.—Article 3 reads: "Except in the case of a member whose total salary (including bonus and fees) does not exceed £52 per annum, 'salary' shall be deemed to include emoluments."

Amendment by the Wimbledon Branch.
At end of the motion add: "At the end of Article 2 add the words: 'Provided also that an officer whose salary is reduced during the year to half pay for a period of one or more complete calendar months by reason of sickness shall pay a monthly subscription on the basis of and during the continuance only of such reduced salary. The minimum subscription payable by such members shall be 6d. per month and such minimum shall continue during the period in which the officer is not in receipt of any salary from the local authority."

169 (160). Rule 27—Agenda.
Notice of motion by the Bognor Regis Branch.
That this Rule be amended as follows:

(b) Delete "1st day of March" and substitute "15th day of March."

(c) The Report of the Council shall be issued to the representatives not later than the 28th day of February, and the Agenda shall be published in the April issue of the official journal.

Amendment by the Glasgow Branch.
Delete clause (c) and substitute:

"(c) The Report of the Council shall be issued not later than the 28th day of February, and, in addition to the copies issued to Conference representatives, shall be distributed to branches on the scale of one copy for every 50 members. The Agenda shall be published in the April issue of the official journal."

Note.—Rule 27 requires that motions for the Conference agenda by district committees, branches, and sectional and professional organisations must be received by the general secretary not later than 5 p.m. on March 1st, and that the annual report of the N.E.C. must be issued to Conference representatives simultaneously (with the publication of the agenda in the April number of "Local Government Service."

Compensation Code For Health Staffs

A CODE for calculation of compensation for officers suffering loss of office or emoluments by reason of the nationalisation of the health services is laid down in the National Health Service (Transfer of Officers and Compensation) Regulations, 1948, now in draft form. NALGO, as is explained below, is making representations to the Minister of Health on a number of points in the draft with which it is not satisfied.

To be eligible for compensation an officer must have a qualifying period of eight years' service—i.e., he must have been employed for not less than eight years after reaching the age of 18 in certain employments including the service of a local authority.

Compensation is to be based on "net emoluments," defined as the annual rate of his emoluments immediately before his loss after deducting superannuation contributions.

There is no title to compensation unless :

(a) The cause of claim arises not later than ten years after the appointed day, and the claim is made not later than two years after the date on which the cause of claim arises ; and

(b) (i) The office is abolished and officer is not offered a reasonably comparable office ;
(ii) the appointment is determined because the officer's services are not required or because his duties are diminished (no misconduct being established) ; or
(iii) emoluments are diminished.

NOTE: An alternative office may be regarded as reasonably comparable even although the duties involve a transfer of the officer's employment from one place to another within England or Wales.

Compensation for loss of employment is payable in three stages :

1 *Interim compensation.*—A payment at a rate not exceeding two-thirds of the net emoluments of the employment lost, less two-thirds of any unemployment benefit to which the claimant may be entitled, payable from the date of claim. Within three months after receiving the claim, the compensating authority must assess the actual amount of compensation payable, and during that period the officer is expected to seek other employment. If he obtains other employment during the period, or if the compensating authority is satisfied that he is not actively seeking employment or has unreasonably refused employment which has been offered to him, the payment may be reduced or terminated. This stage, therefore, lasts for three months.

2 *Compensation until normal retiring age.*—In determining whether compensation, apart from interim compensation, is payable—and, if so, how much—the compensating authority must have regard, among other things, to :

Any other remunerative work or employment the officer may have undertaken or obtained in place of the employment lost ;

The extent to which he has sought alternative employment, and the emoluments which he might have acquired by accepting other employment offered to him.

This compensation is an annual sum payable until the officer reaches normal retiring age —65 in the case of officers subject to the Local Government Superannuation Act, 1937. It is payable from the date on which the claim was made, or from such earlier date, not being more than three months from the date on which the claim was made, as the compensating authority may in its discretion allow. It must not exceed the aggregate of the following, with a maximum limit of two-thirds of the officer's net emoluments :

For every completed year of service, one sixtieth of the net emoluments of the employment lost ; and

For officers over 45 at the date of loss, a further one sixtieth of the net emoluments for every completed year of service after attaining 45, i.e. "added years."

NOTE: The "added years" provisions in the Local Government Act, 1933, are : 20 years' service and upwards, ten sixtieths ; 15-20 years' service, seven sixtieths ; 10-15 years' service; five sixtieths ; 5-10 years' service, three sixtieths ; less than 5 years' service, one sixtieth ; and there is no age limit.

Interim compensation is deducted, in so far as it does not exceed the amount of the annual compensation—i.e. the officer does not receive annual compensation from the date of claim in addition to the full amount of interim compensation.

The officer has a right of appeal against a decision of the compensating authority to a tribunal appointed by the Minister of Labour and National Service. Apparently there are to be different tribunals for different districts. The compensating authority may, within two years after it has decided on the claim, or, where there has been an appeal, within two years after the tribunal's decision, review its decision or the decision of the tribunal at intervals of not less than six months, and may, in the light of any change in the circumstances of the case, award compensation or increase or reduce the amount of any compensation awarded. The officer may request such a review, and has the right of appeal against the compensating authority's decision on review.

3 *Accrued pension.*—The compensation payable to a pensionable officer—i.e. one who was subject to a pension scheme before the appointed day—on his reaching normal retiring age is to be an annual sum equal to the amount of the pension which had accrued at the date when he lost his employment—i.e. it will be calculated according to service rendered and average salary received immediately before he lost his employment, as though he had then attained normal retiring age. If he was over 40 when he lost his employment, the compensating authority may add years, not exceeding ten, for each completed year between the dates on which he reached the age of 40 and on which he lost his employment, subject to the maximum amount of pension not being exceeded. The Ministry of Health has stated that this is "in recognition of the loss of power to increase the value of those pension rights in future employment. It is intended that this provision will only be used in exceptional cases for claimants between the age of 40 and 45."

In the case of a non-pensionable officer who would normally have been kept on in his old employment after age 65 (60, for women), the compensating authority may pay compensation for the remainder of his life at half its former rate. The pensionable officer whose accrued pension would be less than half his compensation will be treated on attaining normal retiring age as if he were not a pensionable officer.

There is no interim payment of compensation for diminution of emoluments, and no compensation is payable where diminution is less than five per cent of the net emoluments. Review may take place at any time.

NALGO Seeking Many Improvements

TO safeguard the interests of members likely to be affected, NALGO is urging the Minister of Health to modify the draft compensation regulations.

Representations have been made on a large number of points, including the following :

1. There should be no qualifying period of service ; or alternatively, service rendered before the age of 18 should be taken into account.

2. Superannuation contributions should not be deducted from salary in calculating "net emoluments."

3. The officer's claim should not be affected because he declines to take up duties involving transfer of his employment within England and Wales. Where he is required to transfer, he should have a right of appeal against the requirement, and if the appeal results in his favour his objection to transfer on the grounds of hardship should not affect his claim to compensation.

4. Where the officer is required to attend the compensating authority in connection with his claim, he should be entitled to be represented by counsel, solicitor, or trade union representative.

5. Compensation should be payable from the date of loss, not the date of claim. Interim compensation should be at the rate of 75 per cent of the gross emoluments lost.

6. Payment of compensation should be affected only if the officer has refused reasonably comparable employment, and he should have a right of appeal on that point.

7. The officer should be entitled to require, not request, the compensating authority to review its decision.

8. The "added years" provisions of the Local Government Act, 1933, should be incorporated in the regulations without any age limit.

9. The regulations should contain provisions, similar to the provisions of section 150 (2) of the Local Government Act, 1933, to protect officers called upon to perform non-analogous duties. Before he relinquishes his appointment, an officer should be able to obtain a decision of an independent arbitrator as to whether his new duties are or are not analogous to his previous duties.

10. Compensation should be payable for life, and the "accrued pension" provisions should be deleted.

11. Loss, however small, should be compensated, and therefore the provision excluding loss which is less than 5 per cent of net emoluments should be deleted.

Action on Other Measures

IN addition to the action reported above, NALGO has made similar representations on draft compensation regulations made under the Transport Act, 1947, and the Town and Country Planning Act, 1947, and has taken the following action on the Gas Bill and the Representation of the People Bill.

The provisions of the Gas Bill appear to follow closely those of the Electricity Act, 1947, and largely to be covered by action taken on that Act. In addition, however, representations have been made that the compensation provisions should cover local government officers whose salaries are reduced because of the transfer of gas undertakings. On clause 51, which empowers the Minister to appoint competent and impartial persons as meter examiners and provides that no meter shall be used unless it is stamped by such an examiner, the Association has pointed out that this may adversely affect existing gas meter testing staffs employed in weights and measures departments of local authorities, and has urged that such staffs should be covered by the compensation provisions of the Bill, and that the Minister should have due regard to their claims in making appointments.

On the Representation of the People Bill, representations have been made to the Home Secretary pointing out that :

1. Some officers have been paying superannuation contributions based on registration fees received in 1939, in accordance with the provisions of section 2 of the Local Elections and Register of Electors (Temporary Provisions) Act, 1940, and section 34 of the Representation of the People Act, 1945 ; that as a result of the operation of the Bill their services may no longer be required or the fees which they receive may be less than those received in 1939; and that in the circumstances it would appear to be necessary either for compensation provisions, or provisions similar to section 2 of the 1940 Act, to be inserted in the Bill.

2. The Bill should contain compensation provisions because some officers may, as a result of changes in constituencies for which it provides, suffer a loss of remuneration.

Progress With New Health Councils

THE construction of negotiating machinery for health staffs continues to make progress. HADEN CORSER, deputy general secretary has been elected chairman of the staff side of Professional and Technical Council "B"—one of the four "functional" councils set up for groups of health workers with whom NALGO is concerned. The Association is to act as convener of the dispensers committee of this Council. NALGO's representation on the four functional councils will be :

Nurses and Midwives (four seats): W. PITT-STEELE, C. A. W. ROBERTS, H. CORSER, and G. W. PHILLIPS, organising officer for health staffs.

Administrative and Clerical (six seats): L. BEVAN, chairman, service conditions and organisation committee, W. R. BEEVERS, W. PITT-STEELE, H. CORSER, J. E. N. DAVIS, chief organisation officer and G. W. PHILLIPS.

Professional and Technical (*A*) (two seats): H. CORSER and G. W. PHILLIPS; (*B*) (two seats): Messrs. Corser and Phillips.

District committees have been asked to appoint representatives to attend a conference of health service staffs at Headquarters on May 8, and district committees and branches have been asked to send items for the agenda.

READERS' FORUM

Examinations Board Under Fire: Promotion Policy Assailed

I HAVE read with amazement the list of qualifications which are regarded by the Local Government Examinations Board as an alternative to its promotion examination, and the statuous arguments in support of the Board's policy set out in its accompanying memorandum.

Some of the statements are remarkable. For example: "*It should not be inferred that the qualifications listed are regarded as interchangeable; in other words, that to hold any one of them is thereby to be eligible for promotion to any branch of the local government service.*" As though one might regard a certificate in veterinary surgery as a qualification for civil engineering, or membership of the Institute of Sewage Purification as a passport to a career in the town clerk's department!

Or this: "*If he is in a department for which there is a recognised professional examination, the ambitious junior starts studying for the intermediate examination as soon as possible. Having obtained the intermediate, he usually finds it is not recognised by any other examining body . . . Thus, if he transfers to another department for which that particular qualification is not appropriate, he may have to start his studies all over again.*" Of course he will. How could it be otherwise? A man who has spent three years obtaining the intermediate examination certificate of the R.I.B.A. would scarcely expect to know anything about accountancy if in a sudden spasm of ecstasy he decided to transfer to the treasurer's department. Is it suggested that some other sort of training would make a man skilled in bookkeeping, quick with the theodolite, a dependable inspector for routine sanitary matters, a neat and expeditious draughtsman, a committee clerk, useful with a slide-rule, or acquainted with building construction, to mention nothing of rating, valuation, quantity surveying, midwifery, or sewage purification? To say that the form of the intermediate examinations of the professional institutions constitutes a barrier to the free flow of juniors from one department to another would be true if there were such a pent-up flow. There is no such thing. Movement between departments already takes place where services are interchangeable, but professional services are not, and anyone who has obtained articles, or qualified to sit for a professional examination and obtained his intermediate certificate, is already confirmed in his choice of career and has no wish to transfer to another department.

Again: "*For many posts in the local government service, particularly the most senior, the holder of the promotion examination certificate is likely to need an examination qualification of a specialist character . . .*" Would the holder of the promotion examination get anywhere near the most senior positions in any department without such a qualification, or attain even a junior position on the professional staff in the engineer's or architect's departments without the appropriate intermediate certificate? In considering whether to transfer a junior from clerical to professional duties in those departments, the promotion examination is of no significance, and the choice will fall on the person who has displayed some aptitude for draughtsmanship and otherwise shown that he has been developing the required capabilities. Once he has transferred to professional duties, it is neither necessary nor desirable for the officer to begin studies for the promotion examination, which at the beginning of his career would be a waste of time, detrimental to his immediate prospects, and place him at a serious disadvantage with those who would qualify earlier through the universities and technical colleges. The courses of study for professional examinations are long. In architecture, for example, the period is from five to seven years, and no junior can afford to prolong the period by dealing with subjects not directly related. Thus the unfortunate junior who has entered the profession from within the department will remain in the General Division until he has qualified, while vacancies in Grades A.P.T. I, II, III, or IV are filled by candidates recruited from outside, with probably only an intermediate certificate to their credit. The Examinations Board's suggested compromise by way of an intermediate examination of general character and application is obvious nonsense and would seem to indicate an extraordinary lack of knowledge of the necessary steps in professional training.

It would be interesting to know how the Board finds the final examination of the Royal Institute of British Architects any less "vocational" than the intermediate.

The Board's comments on the "Risks of Early Specialisation" make sense only if the whole of a local authority's staff is regarded as a mass of undifferentiated workers occupied with general duties, some of whom "specialise" at a certain stage in civil engineering, architecture, or the like. That this is in fact its conception would seem to be borne out by the statement that ". . . it is doubtful whether preparation for an examination confined to highly technical and purely vocational subjects is at this stage the best education for local government officers . . ." The general development of this conception would lead to a general merging of departmental functions under autocratic control, with accountants, engineers, architects, and others as technical assistants without status on some administrator's staff. Such an organisation is not healthy, and whilst form-filling, fobbing-off, and committee drill might be carried out with a certain aplomb, professional zeal and initiative would be reduced to insignificance. The technical assistants in an engineer's department, for example, are not local government officers who have "specialised" in engineering, they are civil engineers who happen to be employed by a local authority; and municipal engineering is not an activity to which certain local government officers may give their attention, it is part of the wider province of civil engineering. That is the true position and the only conception that will guard against assumption of the parochial attitude.

The references in this letter have been mainly to my own professions, because on those I can speak with some knowledge, but I have no doubt that the comments apply equally to others.

The Board's memorandum winds up with the view that "*The problem of the relation between the examinations of the various institutes and the promotion examination will require a good deal of further consideration and discussion . . .*" It will indeed! In fact, the Board would be well advised to leave it alone.

Finchley. T. A. KING.
Deputy Borough Engineer and Surveyor.

Keep Them Short!

We apologise once again to the many readers whose letters have had to be held over, despite the drastic condensation of those published. Letters for the June journal should reach the Editor, 1, York Gate, Regent's Park, London, N.W.1, by May 15th. Please keep them short.

Unfair to ex-Warriors

THE selection of alternatives to the promotion examination is another nail in the ex-serviceman's coffin. My case is typical. After six and a half years' war service, during which there was neither leisure nor facilities for study, I rejoined my authority in January, 1946, and was put back into the General Division. Although aged 29, married, and living with my family, I took a correspondence course for intermediate I.M.T.A., for which I shall sit in August. But even if I get it, I shall not now be considered eligible for promotion. I must wait and study for at least another two years before I can be.

It is ironic that one reason advanced by the Examinations Board for non-recognition of intermediate certificates is "too much and too early specialisation." Many ex-servicemen are penalised by such rulings, and are not getting a "fair crack of the whip."

Wirral and District Branch. J. E. BELL.

Too Many Qualified Men?

THOUGH examinations restrain nepotism and "wire-pulling," the recent proposals of the Examinations Board are too much of a good thing.

It seems desirable that every private soldier should receive the technical education of a general where he has a reasonable prospect of becoming, say, a colonel. But many local government officers will never rise far beyond the General Division. So to propose, as the Board does, that promotion out of that division—except by way of the promotion examinations—should be confined to those holding the final certificate of a professional body is, to say the least, extravagant.

The only result will be the emergence of concentrations of officers acutely aware that their technical education entitles them to a degree of affluence and responsibility that most will never attain. Indeed, such groups already exist where authorities, or particular departments, have, by honoraria or negative sanctions, created a pool of the professionally qualified greatly in excess of requirements. Such officers are frustrated and aggrieved: and their employers do not benefit.

Intermediate certificates only should be required for promotion to any grade below A.P.T. Final certificates should not be required, or permitted to carry weight, except for A.P.T. vacancies, and we should be producing a graduated scheme of qualifications corresponding to the main divisions in the promotion hierarchy.

JOHN S. COVENTRY.
79, Binend Road, Nitshill, Glasgow.

Figures obtained by N A L G O show that in the county councils and county boroughs about six out of every ten graded male officers are in divisions above General. This suggests that there are good opportunities for most to climb at least some way up the promotion ladder.

Why This "Mobility"?

THE pretext given for the Examinations Board's decision on alternatives to the promotion examination is cause for grave concern. The Board stresses the need for mobility between departments—though how such mobility should be utilised, or who would benefit by it, is not clear. Junior officers would find themselves without competence in any sphere. And their seniors would also be handicapped—an officer used to revenue accounts would be lost with a drawing-board and tee-square. Hitherto, officers have been able to please themselves whether they specialised or not. The plea for mobility is, therefore, a denial of their fundamental right; the result of such a policy will be chaos, with officers knowing a lot about others' jobs but little about their own.

The promotion certificate will be dubious proof of an officer's ability and unlikely to impress a local authority in preference to the intermediate certificate of a professional body.

Chelmsford. ROBERT G. HAMMOND.

"Inappropriate For Technical Men"

THOUGH it may be desirable for junior clerical assistants to be moved from one department to another, it is not so for technical assistants. If a man decides to become an engineer, why should he waste valuable years learning how to arrange library books and fix dental appointments for schoolchildren? If a potential engineer is expected to wander round the departments and pass the promotion examination before beginning to specialise, he will be condemned to languish in the General Division for years longer than he would otherwise have had to do.

The promotion examination cannot logically be regarded as equivalent to the associate memberships of the Institutions of Civil and Municipal Engineers, for which practical engineering experience is required.

Why not apply the promotion examination only to clerical staffs and recognise the intermediate certificates of the engineering institutions as qualifications for promotion to an A.P.T. grade in a technical appointment?

"ENGINEERING ASSISTANT."

Study Unrewarded

I PASSED my intermediate examination before being called up and resumed studies after my war service had ended. Within five months of being demobilised, I had passed my final—by dint of real hard "graft." But I am still

in the General Division, my application for regrading having been rejected on the principle in paragraph 28 of the Charter that "promotion can only be effective when a suitable vacancy arises"—and vacancies do not turn up every week.

We are being urged to raise the standard of the service—and this is the encouragement we receive when we answer it; while, at the same time, we see many officers in the higher grades without qualifications.

This paragraph of the Charter should be revised. At present, it enables a local authority to evade its responsibilities and leaves people in my position with the feeling that we could have rendered the same service without spending time, energy, and money obtaining qualifications.

"DEMOB."

"Few Likely to Break Off"

YOUR leading article in the March journal would have been more assuring had it been more consistent. You first urge members to work for improvements in grading—then you agree that officers should be promoted from the General Division only if they obtain the final certificate of a professional examination or pass the promotion examination.

But many of us are striving to obtain professional qualifications and few are likely to break off and take the promotion examination to qualify for a higher grade. If, then, an officer, having passed an intermediate examination cannot move out of the General Division, even when he is doing technical work, who can do so?

Reading. L. F. WISE.

We did not "agree" that officers should be promoted from the General Division only if they obtained a "final" or passed the promotion examination. We described the decision as hard, and we suggested that there was a case for improving the examinations generally. But we did agree that a high standard was desirable, provided—and this was our main point—local authorities paid professional salaries for professional standards.

Which Examination?

I AM keen to qualify for immediate promotion from the General Division, and at the same time obtain a good professional qualification to be of use later. Should I undertake a course of training for the associate membership certificate of the National Association of Bath Superintendents or the final examination certificate of the Royal College of Surgeons? Both are ranked by the L.G.E.B. as alternatives to the promotion examination!

"NAXOS."

It all depends on whether you want to be a bath superintendent or a surgeon.

THE ARBITRATION FAILURE
"N.E.C. Policy the Cause"

"CRITIC" had no reason to be surprised that members had high hopes of the bonus claim. Nor should the editor utter, so sarcastically, the swan song of the dream of easy money from a general bonus increase, since that same dream was conjured and sustained by the vote-catching rhetoric of the N.E.C. last June. Let me jog your memory.

The liveliest debate at last year's Conference was on the bonus claim. Manchester counselled immediate arbitration, and looked like winning until Mr. Bevan, leader of the staff side, demanded the last word on threat of resigning. Then he wove a pretty fabric of promises, denounced Manchester for proposing a dangerous gamble, and dangled the carrot of a possible consolidation at £90 before delegates' watering mouths. Such a beatific vision was irresistible. Delegates fell over each other to vote this pleasant, unvulgar way of getting a hard cash advance. They did not know then that the N.E.C. had already committed them on consolidation.

These two factors alone brand the N.E.C. as the cause of our present unrest—Mr. Bevan's allurement of consolidation at £90; and the N.E.C.'s old-fashioned diplomacy and suppression of relevant material. Mr. Bevan said, in effect: "If you vote for an immediate bonus appeal, we may get nothing; but if you trust me and authorise me to offer consolidation to the employers, we have a fine chance of ringing the bell."

Now we know, and are naturally incensed at the knowledge, that behind the façade of bravado, the N.E.C. had no guts for the fight. Its members openly confessed that they did not think we had a strong case and dithered on the brink of arbitration. How can they be surprised at members' exasperation?

Were we told, until the last stroke of twelve, of the other side's intransigence? Of their contemptuous offer of consolidation at £60? No, we were left to our pipe dreams of easy money until the truth could no longer be contained. Then the lid blew off. The bitter, denunciatory motions in the provisional agenda for Conference are the result.

The N.E.C. has only itself to blame for the blood-lust of enraged branches. Had it been candid from the first, confided in the membership, and not succumbed to vote-catching at Conference, with its tongue in its cheek, we could respect it. Now, there is little confidence in, or respect for, the N.E.C. It has been secretive when it should have been frank, has dissimulated when it should have been open. By its pretences and evasions, it has encouraged the massive optimism which the editor of "L.G.S." condemns as a vain dream. And now, with all its incompetences coming home to roost, it complains querulously that members have brought it all on themselves by stampeding at a critical moment. What is worse, it is trying to use the debâcle for which it is largely responsible to discredit members' demands and foist upon them a policy of defeatism all along the line. I hope that Conference will accept the challenge.

Gas Department, TOM FERNLEY.
Town Hall, Manchester.

"Due to Policy of Secrecy"

THE present position is attributable to the policy of secrecy pursued by the N.E.C. over the past years. There has been no information at provincial council, district committee, or branch level until too late for the rank-and-file to play its rightful part in efforts to get better pay and conditions.

What has happened to the London "weighting" reference? It, too, has now attained the importance of a Budget secret! The editorial and the article by "Critic" in the March journal suggest a new wage policy which "passes the ball" to the individual member, but Metropolitan members are demanding that the N.E.C. shall consider future policy and announce it.

Bethnal Green. STANLEY C. MULLETT.

59 % Get Less than £6 15s.

THE economic basis for members' hopes of an increase in their bonus is to be found in the analysis of membership reported in the March journal, which shows that 59 per cent of members get less than £6 15s. a week:

Scale	*% Membership*	*Salary p.a.*	*Wkly. (Max.)*
I	.31	Up to £52	£1 0 0
II	7.14	£53—120	£2 6 0
III	23.78	£121—260	£4 19 9
IV	28.11	£261—350	£6 14 3
V	22.14	£351—450	£8 12 7
VI	16.27	Over £450	
VII	2.2	Retired Members	

When 8s. 7d. superannuation (at 5 per cent) is deducted from the gross salary of scale V, it will be seen that only about 20 to 25 per cent of NALGO members get a net wage of over £8 a week. In London, the married officer aged 25, with one child, gets £5 9s. a week net, rising to £5 17s. at 26. On such a salary no London officer can simultaneously set up and furnish a home, dress to the standard expected of the public official, and embark on the study necessary to surmount the promotion bar. (I would add that NALGO subscriptions are met only with the greatest difficulty.)

Such officers are denied all hope of pursuing cultural and social activities which their standard of education has opened up to them.

"Critic's" solution of improving our lot by improving our grading can affect only those in scale VI and a few in scale V—or about 25 to 30 per cent of our members. The remaining 70 per cent must rely on national action. NALGO must strive to lower from 32 to 28 the age at which the General Division maximum is reached, with proportionate adjustments below. While the local staff sides should tackle the regrading issue, the national staff side should fight for a reduction in the years of apprenticeship.

North-East London Electricity. F. NEWMAN.

Miscellaneous Division Left Out

I WAS surprised that no mention was made at the Metropolitan district demonstration of the anomalies created by the consolidation award. Salaries in the General and Clerical Divisions have been slightly increased—rightly—but why not those in the Miscellaneous Division also? Some authorities have preferred to grade in Miscellaneous officers doing the same work as those graded by others in General or Clerical—with the result that it is a gamble whether an individual gets any benefit from the award. This unfair situation demonstrates again the urgent need for guidance to local authorities on grading.

"JUSTITIA."

Did it Fall—or Was it Pushed?

COMPARE these two extracts from the April "L.G.S." The italics are mine.

"Was it 'submissive' to take a claim which the employers refused to accept, *to force that claim to the recognised (and only) appeal tribunal*, and to have that tribunal consider it too high?" (editorial on page 67).

"The N.E.C. did not go to arbitration rather than face a special Conference. *It went to arbitration because the employers proposed it and the critics demanded it.*" (footnote to letter on page 78).

Did the N.E.C. fall, or was it pushed?

Heanor Branch. H. A. CARTER.

There is no inconsistency. The first extract emphasises that the N.E.C. did not submissively accept the employers' rejection of its claim; the second makes clear that the choice of arbitration as the next step was made largely as a result of the demand of branch critics and the suggestion of the employers. But for the pressure to which it was subjected, the N.E.C. would probably have continued negotiations—and it is an open question whether it would not have gained more thereby than was gained by arbitration.

"A Point Here—or Is It?"

READING the April journal I found:

Editorial—Failure of hopes of arbitration award.

Preliminary Conference Agenda—Twenty resolutions on the arbitration award.

Readers Forum—Many letters on the arbitration award.

Page 81—"Why Not Invest Your Salary Increment in a Logomia Life Assurance?"

There's a clue here somewhere!

"C. I. D. SID."

REGISTRARS' HOPES
"Make us Civil Servants"

WE registrars must not be hasty in urging the legalisation of our position as quasi-local government officers. I have nothing but goodwill towards NALGO, or the service, but feel that our best interests would be served if the Ministry of Health could be persuaded to take us under his wing and make us civil servants. It would open up a new field for advancement. Today, our goal can only be a superintendency, for which there are few openings. Were we civil servants, the doors of the General Register Office might be opened to us, bringing better jobs within reach. Secondly, it would put an end to that wretched anomaly where appointments in the registration service are nominally held by the clerk or a chief officer of a local authority who farms out the work to a clerk in the capacity of deputy. Thirdly, our boss would be the Registrar General—and who but he knows our work, problems and accomplishments? Certainly no one in local government.

We cannot expect NALGO to fight this battle for us. Besides, today, we would lose it anyway, accommodation being the snag. But later, who knows? Surely the Registrar General would welcome the change. True, he gives us our orders today, but how much more to his advantage to be able to hire and fire us!

"ANOTHER REGISTRAR."

A Correction

MAY I correct my letter published last month? My suggestion for the payment of subsistence allowances under Charter paragraph 19 (a) is: Bed and breakfast £1 1s. (not £1 1s. 6d.) and lunch 5s. 6d. (not 3s. 6d.), tea 2s. 6d. and dinner 7s. 6d.

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A NALGO DIARY By "ABINGDON"

President on Consolidation : P.R. Week-End School : Swiss Holiday Programme Ready

"A VERY poor show" was the description given to the employers' attitude to NALGO's consolidation claims by C. J. NEWMAN, NALGO's President, when visiting Plymouth branch last month. Later, he said, we should have another "go," but, in the meantime, must work to improve matters in other directions and remember that, despite our setback, we had accomplished much. It was a great thing to have built up national standards and to have taken grading out of the cockpit of local politics. It was possible to overstress present-day difficulties; changes were inevitable, since we were undergoing a civic revolution, and they would provide an opportunity for wider service than ever before.

Local government officers had suffered long enough from the jibe of being non-producers and he thought the time had come to challenge the suggestions that those who administered health, education, housing, and other essential services were parasites on the community. The public was completely dependent on the local government officer, and Mr. Newman believed that it had to-day a much deeper appreciation of the work being done; but for the climate of public opinion and the work done in civil defence, the Charter would not have been achieved.

In a reference to members in the recently nationalised services, Mr. Newman made the startling prophecy that, in ten or twenty years' time, the bulk of members might be outside the local government service as we know it to-day.

Metropolitan P.R. Enterprise

FRESH ground in the field of public relations will be broken when the Metropolitan district committee holds its public relations week-end school at Southend from May 7 to 9. Getting away to an early start with a film show and talk on the C.O.I. services on Friday evening, the programme continues throughout Saturday and Sunday with lectures by experts on the many aspects of public relations, of which "Local Government and the Press," "Public Relations as a Service Conditions Activity" and "The Town and Its Management—an Approach to Youth" are interesting examples. I gather from the district's lively PRO, A. E. KAY, that the idea has been enthusiastically received both in the district and in adjacent districts to which invitations have also been sent, and it is expected that more than seventy members will attend the school. They are assured of a comfortable and enlightening weekend, and I trust that the function will be the forerunner of many similar ones.

They All Know NALGO—

Heard on the King's Bench on April 7:

COUNSEL: . . . the National Association of—er—Local Gov . . .

MR. JUSTICE CROOM-JOHNSON: Are you referring to NALGO?

COUNSEL: I was not aware of the abbreviation.

MR. JUSTICE CROOM-JOHNSON: This body is usually called NALGO. Even in these Courts we all know about it."

—Or Do They?

HANSARD reveals that the Earl of MUNSTER, in apologising to the House of Lords for having previously referred to NALGO as a trade union affiliated to a political party and paying a levy to the Socialist Party, said that he had received "many letters of a somewhat vigorous tone" correcting his statement and he therefore unreservedly withdrew it.

NALGO Continental Holidays

MANY members have been eagerly awaiting the publication of the NALGO Swiss Holiday programme. It is now ready, and a postcard to NALGO, 1, York Gate, Regent's Park, N.W.1, will bring a copy by return of post. The Association has been given an allocation of currency which should be adequate for those making early bookings.

All the arrangements include the standard "all-in" items such as return travel tickets via Dover-Calais or Dover-Ostend; reserved seats on trains; all meals en route abroad; gratuities to hotel staff; and free baggage insurance up to £50, as well as attractive local facilities in many of the Swiss centres. Those who go to Weggis, on Lake Lucerne, for example, will also get first-class season tickets on the lake steamers, free admission to bathing beaches and free use of rowing boats on the lake. A ten-day stay there will cost you £27 9s. 6d., and 17 days £34 19s. 6d. (at which charge currency regulation will still allow £14 plus 60 Swiss francs "spending money").

Motor Pullman Tours

PROGRAMMES for this popular service are also available. As I announced last month, they include romantic tours covering most of Europe's beauty spots, including the Austrian Tyrol, the Italian Lakes, and the French Riviera, while, if the Government ban is lifted, arrangements are also ready for tours through the Benelux countries and the Pyrenees.

Boots Book-Lovers' Library

Renewals of library subscriptions under the NALGO arrangements become due this month. Forms can be got from branch secretaries or Headquarters.

Note for Motorists

MOTORISTS insured through NALGO are asked to note that, from June 1, private car premiums will be increased by 25 per cent. Those whose cars are licensed at half the usual rate because they are restricted to the standard petrol allowance will be allowed a discount of 40 per cent. (except when less than two months' cover is sought, when short-premium rates will apply). Motor-cycle rates will be subject to the same discount, but without any increase in premium.

Members proposing to relicense cars or motor-cycles now laid up are asked to give the NALGO brokers—Norman Frizzell & Partners, Ltd.—explicit instructions, stating the period of cover required and whether the vehicle will be licensed at half rate. The brokers are likely to be inundated with requests for cover and ask members to be patient if their letters are not answered as promptly as usual.

War Memorial

CONTRIBUTIONS from 26 more branches, which have raised six shillings per member towards buying and equipping the Convalescent Home at Bournemouth brought the Fund by the end of March to £28,610. The branches are: **Abingdon, Ashington, Batley, Beverley, Bridgwater, Chanctonbury, Chepstow, Congleton, Dunstable, Dorset, Ellesmere Port, Fareham, Gellygaer, Harwich, Hendon, Hornchurch, Huntingdonshire, Ilford, Isle of Sheppey, Luton, Northampton, Ripley, Warrington Rural, West Hartlepool, West Kent** and **Willenhall.** A windfall for the Fund came from members of the **Wilts County** branch, whose grading appeals had been successful, and who wished to express their appreciation to NALGO in some concrete way.

NALGO in the "Air" Too

SOUTHAMPTON Harbour Board is in the news again, with two more members in unusual jobs. Last month, I mentioned their nautical hydrographic surveyors; this month they have pulled two "Flying Boat Control Officers" out of the hat. They are Lieut.-Commander J. ANDREW, M.B.E., and Captain R. CURREY, who are responsible for supervising the B.O.A.C. flying boats when they land in Southampton water. They wonder whether there are other NALGO members concerned with the control of flying boats.

Welcome and Farewell

THREE more assistant district officers—W. J. ALLEN, B. H. BAILEY, and D. G. HINSON—have been appointed to the NALGO staff. This brings the number of A.D.O.s to 10, leaving two further appointments still to be made.

STANLEY DAWSON, district officer, Nottingham, is leaving NALGO to join the B.E.A. staff. He will be replaced by W. J. UPTON, North Eastern, whose place will be filled by G. HOOD, now assistant at Manchester.

Local Government Summer School

THE North Staffordshire Committee for Adult Education is running a local government summer school from June 14 to 20 at Wedgwood Memorial College, Barlaston Hall, near Stoke-on-Trent. The cost will be £2 10s. for students from North Staffs. and £3 10s. for others. Further details and application forms from the secretary. Closing date for application—May 17.

N.B. for Provident Members

THE committee of management has fixed 7d. in the 1s. as the allocation to members' "Rest" accounts for 1947.

A Good Idea?

EXTRACT from Standing Orders for Annual Conference of the Nigerian Federal Union of Native Administration Staffs:

"7. The ruling of the Chairman on all matters shall be strictly obeyed. No delegate shall leave the meeting except he first ask and obtain the Chairman's consent . . ." Could the author have been at a NALGO Conference?

NALGO Colours

APPROACHING summer brings opportunities to sport the NALGO colours. Blazer badges (small, 1s.; gold wire, £1 11s.; silver wire £1 9s.); ties (7s. 6d., 1 coupon); studs and brooches (1s. 3d.); ribbon (1s. 4d. per yd.) and scarves (woollen, 12s. 6d., 1 coupon); blazer material (£1 1s., 2 coupons) are all available from Headquarters.

Popular Puppets

H. G. MERTEN, the go-ahead entertainment officer at Stoke Newington, tells me that his article on the Stoke Newington puppet theatre in the March journal has brought him scores of letters from interested members all over the country. He is trying to reply to all, but the rush has temporarily overwhelmed him, and he asks me to explain the reason and beg those who have not yet heard from him to be patient. Having now seen the show, I can well understand the lively interest and enthusiasm it is arousing among all connected with it. The company is now working on a series of puppet plays on road safety—which should be particularly valuable for children.

An Early Holiday

There are still vacancies for **Whitsun** week-end and from May 22 to June 12 at NALGO's Holiday Centres at **Croyde Bay**, N. Devon, and **Cayton Bay**, Nr. Scarborough. Terms for members are 15s. a day and for their friends, 18s. a day. Applications to NALGO, 1, York Gate, Regent's Park, N.W.1.

Tribute to Sam Lord

I WAS interested to see that, in his farewell report to the Minister of Health, the chairman of the Railway Assessment Authority, Sir Joshua Scholefield, K.C., goes out of his way to pay a special tribute to the "invaluable and outstanding help" of SAM LORD as chairman of the authority's staff and finance sub-committee. Mr. Lord is better known to NALGO members as chairman of the Board of Management of Logomia, a member of the N.E.C. (sitting on the finance, public relations, law and parliamentary, and general purposes committees), and a past president of the Association.

Retirements

After 28 years of continuous service on the East Midland district committee—24 as its secretary—JOHN PEPPER, N.E.C., has reluctantly resigned so that he may devote all his energies to his new appointment with the East Midland Electricity Board. It will be a long time before his colleagues can adjust themselves to his absence, for he has never missed a meeting of the committee. Mr. Pepper has also resigned his seat on the National Joint Council on which his place will be taken by A. E. NORTROP, but hopes to continue his membership of the N.E.C.

H. T. CHEW, **Nelson**, has retired from the office of branch secretary after 20 years.

G. SANDILANDS, founder member of the Fife branch, a former president, chairman of the Kirkcaldy area committee, and a member of the Scottish district committee, retired from the service last month.

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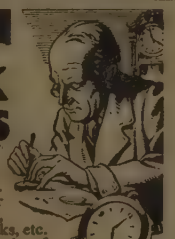

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MY BOOKSHELF By EDWARD KAY

General Secretary's New Book : Pay, Prices and Profits : More About Planning

JOHN WARREN'S *Municipal Administration* (Pitman, 15s.), reveals the author for what he is—a practical, experienced, man of the local government world, with a clear grasp of the facts and the principles of his subject. His chapters on the functions, structure, and constitutional position of local government are model epitomes of familiar subjects ; and when he expounds the way the authorities work and the functions and inter-relationships of councillors, committees, and officials, he describes what he knows and understands. What matters even more, is that he can make his reader understand it, too, though the task would be pleasanter were his style less polysyllabic and abstract ; the wise saws would be more palatable were they illustrated with modern instances.

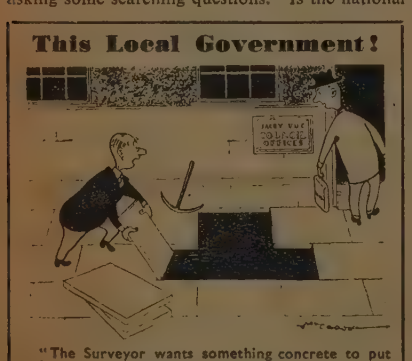
I would like to cross swords with our learned general secretary on some doctrinal issues, if space permitted, particularly his belief in the superior merits of solicitors as town clerks ! But space does not. However, I must commend the impartiality with which he sets out both sides of a controversy before he comes down, with many cogent reasons, on his chosen side of the fence.

Events have passed Mr. Warren by in some respects. The Local Government Bill and the 1947 report of the Boundary Commission were unborn when he wrote, but such changes in the framework hardly affect the picture he paints. Municipal administrative technique remains the same and his description of it will be of enduring value.

He reserves to his epilogue some such fundamental questions as, "Is the burden on local government growing too heavy?" Even if problems of structure or finance can be solved, will there not remain the intractable problem of finding enough competent and leisured councillors to carry the burden? They may lighten it by delegating more to their officials, but even so, Mr. Warren suggests, there may be so much left that more drastic remedies may be needed. He hints at a new "executive organ, interposed between the staff and council"—we see examples in the American city manager or the continental burgomaster or magistraat—and he leaves us with the hope that in his next book he will develop the suggestion that the grafting of so novel a limb on the British local government tree would not destroy its essential democracy.

My Pay Packet—And Yours.

LOCAL government officers, licking their wounds after their contest with the forces which determine the size of their pay-packets, are asking some searching questions. Is the national



"The Surveyor wants something concrete to put before the Committee"—submitted by the artist himself, JACK CARVER, Walsall.

income so wisely divided that it would be anti-social to press for a redistribution? Is it true that if local government staff—or any other group of wage-earners—gain, others must lose? Do wage increases inevitably cause prices to rise?

To those who are turning over in their minds such basic factors in our economic set-up I commend MARGOT HEINEMANN'S *Wages Front* (Lawrence and Wishart, 6s.). Terse in her style, Miss Heinemann crams a mass of fact and argument into her drab-looking book. She analyses the broad principles on which wages, profits, and prices are determined and backs her argument with factual and critical accounts of the wages structures in various industries, a survey of the special problems in nationalised undertakings, an examination of women's wages and why they are low, and a full explanation of the way in which good wages tend to raise output.

Miss Heinemann gets down to the roots of her subject and challenges some widely-held doctrines. Official statistics (even the new cost-of-living index) do not adequately measure the burdens on the wage-earner's pockets, nor do they reveal, as they quite well could, the full extent of the rise in profits. High wage levels are desirable, Miss Heinemann argues, not only for the obvious reason that they make possible a good standard of living, but also because they expand the home market and provide both workers and employers with incentives to raise productive efficiency. In so far as high wages involve a reduction in profits and interest rates, they lower the cost of production, lighten the burden falling on the community by way of compensation to the ex-owners of nationalised concerns and to this important extent operate in a deflationary sense.

N A L G O members who do not follow Miss Heinemann all the way will, nevertheless, find in her book much that will help them make their case for improved standards.

Making it Easy!

A FIRST-RATE introduction to local government has been included in the Background Handbooks of the Bureau of Current Affairs (117, Piccadilly, W.1, 2s.). Entitled *Local Government in Outline*, and written by FRANK JESSUP, it describes the scope and methods of local government so simply that the novice can read it with ease. The sophisticated reader, too, will find plenty to think about in its challenging queries about the future of local government—if, as Mr. Jessup says, it is to have a future.

Misfire

SIR ARTHUR MACNALTY'S *Local Government* (Methuen, 4s. 6d.) is misnamed, for it deals mainly with public health. The rest of local government gets only superficial treatment. There are now several good short books on local government, and a newcomer calls for careful scrutiny. Sir Arthur Macnalty's fails most of the tests. It is behind the times. The date of writing may perhaps only be deduced from internal evidence : N A L G O's membership is given as 75,000—the figure at which it stood in 1933. The style is arid and slap-dash, and no balance is preserved in the space given to various aspects of the subject. Warren and Jackson still hold the field.

Plans and Planning

I WELCOME a handy boil-down of James Kekwick's large work on *Town and Country Planning Law* (mentioned in my March notes), by J. KEKWICK AND R. S. W. POLLARD (Stevens, 4s.).

Bolton Corporation produces *The Book of Bolton*, edited by HAROLD HAMER—a convenient survey of the history and contemporary state of the town, specially suitable for industrialists who are thinking of starting business there.

The city engineer sends us *A Plan for the City of York*, by the late Professor A. D. ADSHEAD, C. J. MINTER, and C. W. C. NEEDHAM. It is not ambitious, but the general reader will like it for its brevity and handsome illustrations. It deals only with the centre of the city and is to be followed by a more comprehensive book.

For Bath, another Baedeker city, a full-scale plan (Pitman) has been prepared by JOHN OWEN and H. A. MEALAND in consultation with Professor ABERCROMBIE. Bath is unique and the authors have drawn it well.

SCOTTISH NOTES

Problems in Organising New Services' Staffs : Revised Scales for Nurses

SCOTTISH members' interest is now focused on the trade union organisation of staffs of the new national services north of the Tweed.

Consultative committees have been formed on a temporary basis and each committee is examining the form of organisation most likely to fill the bill. A major difficulty is that undertakings are numerous and often far apart.

The formation of separate branches for all may not, however, be possible, but the form of organisation most likely to preserve the closest contact may prove to be the grouping of undertakings on a geographical basis.

Heavy demands will be made on the Association to provide personnel for the staff sides of the joint district councils. In the electricity industry, for instance, three councils will require not less than 22 N A L G O representatives, of whom most will be new to the process of collective bargaining.

As a consequence, consultative committees will play an essential part in shaping policy in accordance with Association decisions and, in the early life of district councils, experienced N A L G O negotiators will be invaluable.

It is important that policy in each of the industries be co-ordinated as far as possible.

The merging of local authority and private company staffs will bring new problems, calling for a new outlook and a different approach. In building up a new relationship and a common policy there will be no room for apathy or selfish interest.

Joint Industrial Council.—Negotiations continue on salary adjustments arising from the arbitration award in England.

The failure of **Stranraer** burgh council to adopt the Charter has been reported to the J.I.C.

Harbour Trusts.—**Aberdeen** has adopted new scales of salaries relatcd to the Charter. **Dundee's** long delay in dealing with our application has been reported to the Minister of Labour, whose conciliation officer is making representations.

Nurses' Salaries Committee.—The fifth report of the Guthrie committee has been amended and the following scales will apply as from June 1 :

Cottage Nurses: With S.C.M. qualification, £120 to £180 in the fifteenth year ; others, £10 to £160 in the seventh year.

Note : All following classes of nurse receive th maximum in the twelfth year.

Domiciliary Midwives :

S.C.M. only—resident, £160 to £260 ; non resident, £310 to £425.

S.C.M., R.C.N., R.F.N. or R.S.C.M.—resident £180 to £280 ; non-resident, £330 to £435.

District Nursing Sisters :

R.C.N. but not district trained—resident, £14 to £250 ; non-resident, £290 to £395.

R.C.N. and district trained—£10 in addition t above rates.

District Nurse Midwives :

S.C.M. only—resident, £140 to £250 ; non resident, £270 to £375.

S.C.M. and R.C.N. but not district trained— resident, £170 to £270 ; non-resident, £310 t £415.

Health Visitors : Not fully qualified, £33 to £435 ; not state registered and not holdin H.V. certificate, £280 to £385 ; not state regis tered but holding H.V. certificate, £300 to £405 ; state registered without H.V. certificate, £300 t £405 (This applies only to those in posts occupie since before April 1, 1943) ; state registere holding H.V. certificate, £330 to £435.

Summer School.—Subject to the approval o the district education committee, the syllabu for the Scottish summer school at St. Andrew University from August 21 to 28, will include th following lectures :

History of Local Government—WM. C DUNDAS, county clerk, Selkirk ;

Local Government Finance—J. D. IMRI city chamberlain, Edinburgh ;

Public Administration—JOHN A. MACK of th University of Glasgow ;

Legal Framework of Local Government— W. HUTTON, vice-chairman, South-West Regio Electricity Board ;

Housing Management—D. MCRAE, gener manager, City Improvements Dept., Glasgow and

Education in Citizenship—NORMAN ROGER assistant P.R.O., N A L G O.

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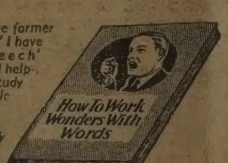

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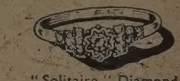
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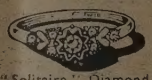
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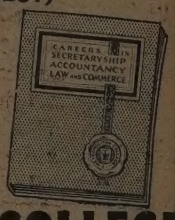

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